



DEPARTMENT OF VETERANS AFFAIRS
OFFICE OF INSPECTOR GENERAL

Office of Healthcare Inspections

VETERANS HEALTH ADMINISTRATION

OIG Determination of
Veterans Health
Administration's
Occupational Staffing
Shortages
Fiscal Year 2020



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Executive Summary

The VA Choice and Quality Employment Act of 2017 (VCQEA) requires the VA Office of Inspector General (OIG) to determine, on an annual basis, a minimum of five clinical and five nonclinical Veterans Health Administration (VHA) occupations with the largest staffing shortages within each VHA medical center (facility).¹ Pursuant to this requirement, the OIG conducted a review to identify those staffing shortages by occupation. The OIG also compared the number of severe occupational staffing shortages against the previous two years' reports to assess changes.

This is the seventh OIG report in a series on occupational staffing shortages and the third to determine severe occupational staffing shortages identifiable to the facility level. The OIG surveyed medical center directors to facilitate identification of severe occupational staffing shortages at each facility. It should be noted that the OIG does not verify or otherwise confirm the survey responses. Among the most significant findings in this year's staffing report were

- Medical center directors identified 2,430 severe occupational staffing shortages across 277 occupations. This is a decrease from 2,685 severe occupational shortages across 277 occupations in FY 2019 and 3,068 severe occupational shortages across 274 occupations in FY 2018;²
- Medical Officer and Nurse occupations were identified as the most common cited occupations with severe occupational staffing shortages and were the most common cited occupations, annually since 2014;³
- Practical Nurse was the most frequently reported Hybrid Title 38 severe shortage occupation;⁴ and

¹ VA Choice and Quality Employment Act, Pub. L. No. 115-46, 131 Stat. 958 (2017). The Act amended the Veterans Access, Choice, and Accountability Act of 2014 (Public Law 113-146).

² A severe shortage is defined by the Office of Personnel Management when particular occupations are difficult to fill, and a shortage exists as defined by 5 Code of Federal Regulations (C.F.R.) § 337.204 for the occupational series. Vacancy refers to a specific unoccupied position and is distinct from the designation of a severe shortage. For example, a facility could identify an occupation as a severe occupational shortage, which could have no vacant positions or 100 vacant positions.

³ Medical Officer and Nurse were separated from the other occupations because VHA utilizes assignment codes to designate specialties within the corresponding Office of Personnel Management occupational series. Assessing severe shortages at the level of these specialty assignment codes instead of the broader occupational series codes allowed the OIG to assess severe shortages for the Medical Officer and Nurse series at a more detailed level.

⁴ VHA is able to non-competitively appoint individuals using direct-hire authority to Hybrid Title 38 occupations in accordance with VA Handbook 5005, *Staffing*, April 15, 2002, Part II, Chapter 3, Section F, Appointments under 38 United States Code (U.S.C.) 7401.

- One hundred thirty-two facilities reported severe occupational staffing shortages. This is a decrease from 135 in FY 2019 and 140 in FY 2018.⁵

The OIG found 95 percent of VHA facilities reported at least one severe occupational shortage as of December 31, 2019. Psychiatry was the most commonly cited clinical occupation and Custodial Worker was the most commonly cited nonclinical occupation with severe occupational staffing shortages.

The Veterans Access, Choice, and Accountability Act and VCQEA provide a mechanism for the Secretary of Veterans Affairs to grant VHA direct-hire authority, expediting the hiring process for Hybrid Title 38 occupations based on severe shortages.

VCQEA paved the way for the OIG to assess changes in severe occupational staffing shortages at the facility and occupational levels across years. The number of severe occupational shortages identified has decreased annually since fiscal year 2018. The total number of severe occupational staffing shortages decreased by nine percent relative to fiscal year 2019.

The OIG made no recommendations.

Comments

The Executive in Charge, Office of the Under Secretary for Health, concurred with the report (see appendix F).⁶ No further action is required.



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⁵ There were 139 survey responses in FY 2020. The Bath and Canandaigua facilities were consolidated to create the VA Finger Lakes Health Care System (facility 528/A6) effective October 1, 2018. Prior to this consolidation, surveys were completed by 140 facilities.

⁶ The Executive in Charge has the authority to perform the functions and duties of the Under Secretary for Health.

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Abbreviations

C.F.R.	Code of Federal Regulations
FY	fiscal year
OIG	Office of Inspector General
OPM	Office of Personnel Management
U.S.C.	United States Code
VACAA	Veterans Access, Choice, and Accountability Act
VCQEA	VA Choice and Quality Employment Act
VHA	Veterans Health Administration
VISN	Veterans Integrated Service Network



Introduction

The purpose of this review is for the VA Office of Inspector General (OIG) to report a minimum of five clinical and five nonclinical Veterans Health Administration (VHA) occupations that have the largest staffing shortages at each medical facility as required by the VA Choice and Quality Employment Act (VCQEA) of 2017.¹ The OIG also compared the number of severe occupational staffing shortages against those the OIG identified in the fiscal year (FY) 2019 and FY 2018 reports. This is the seventh iteration in a series of annual OIG reports to determine occupational staffing shortages in VHA.

Background

Veterans Access, Choice, and Accountability Act and VA Choice and Quality Employment Act

In May 2014, the OIG reported ongoing concerns regarding access to VHA care, scheduling practices, and excessive wait times.² Congress passed the Veterans Access, Choice, and Accountability Act (VACAA) of 2014 on August 7, 2014, in response to these concerns.³ VACAA required the OIG to determine, on an annual basis, the five VHA occupations with the largest staffing shortages over the previous five-year period. With the passage of the VCQEA, the OIG expanded the scope of this work to include an annual determination of a minimum of five clinical and five nonclinical VHA occupations with the largest staffing shortages within each facility.

Occupational Series and Assignment Codes

The Classification Act of 1949 established the principle of providing equal pay for substantially equal work.⁴ The Office of Personnel Management (OPM), after consulting with federal agencies, created occupational series to classify positions in the General Schedule.⁵

To provide further detail to the OPM occupational series, VHA developed assignment codes. VHA assignment codes exist as an administrative option within the VA Human Resource Information Systems. VHA classifies occupations as clinical and nonclinical beyond the hiring

¹ VA Choice and Quality Employment Act, Pub. L. No. 115-46.131 Stat. 958 (2017).

² VA Office of Inspector General. Interim Report: *Review of Patient Wait Times, Scheduling Practices, and Alleged Patients Deaths at the Phoenix Health Care System*, Report No. 14-02603-178, May 28, 2014.

³ Veterans Access, Choice, and Accountability Act of 2014. Pub. L. No. 113-146, 128 Stat 1754. (2014).

⁴ The Classification Act of 1949, Pub. L. No 429, 63 Stat. 954 (1949).

⁵ The General Schedule classification and pay system covers most civilian white-collar professional, technical, administrative, and clerical positions.

authority (Title 38, Hybrid Title 38, and Title 5). For example, an Infection Control nurse would have an OPM occupational series of 0610 – Nurse and a VHA assignment code of 74. VHA has labeled Infection Control nurse a clinical occupation, and nurses are appointed under Title 38. VHA facilities may or may not hire for a given occupational category or assignment code depending on VHA requirements and other factors such as local demands or medical center complexity level.⁶

Hybrid Title 38 Hiring in VHA

VACAA and VCQEA provide a mechanism for the Secretary of Veterans Affairs to grant VHA direct-hire authority for Hybrid Title 38 occupations based on severe shortages.⁷ At the time of this report, VHA held direct-hire authority for 34 Hybrid Title 38 occupations. VHA sought direct-hire authority for eight of these occupations as a result of the *OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2019* and *Shortage Occupation Report, FY 2019 Workforce Planning Cycle* reports.

Status of Recommendations

The OIG has issued six staffing shortages reports and made 15 recommendations.⁸ All recommendations were closed as of August 19, 2020. Appendix A provides additional detail on the status of all 15 recommendations.

⁶ VHA Office of Productivity, Efficiency, and Staffing, *Facility Complexity Level Model Fact Sheet*, December 15, 2017. "Facilities are categorized into one of five groups: 1a (most complex), 1b, 1c, 2, and 3 (least complex)." VHA describes Level 2, medium complexity as, "[f]acilities with medium volume, low risk patients, few complex clinical programs, and small or no research and teaching programs." VHA describes Level 3, low complexity as "facilities with low volume, low risk patients, few or no complex clinical programs, and small or no research and teaching programs."

⁷ Direct-hire authority eliminates Title 5 § 3309-3318, 5 Code of Federal Regulations (C.F.R.) part 211, or 5 C.F.R. 337, subpart A, requirements regarding competitive rating and ranking, veterans' preference, and "rule of three" procedures to expedite the hiring process. The competitive hiring process ranks applicants in accordance with numerical ratings. Preference eligibles (such as certain military veterans) are entered ahead of non-preference eligibles with the same rating. The appointing officer shall select an eligible for the vacancy from the highest three applicants on the certificate who are available for appointment.

⁸ VA OIG Reports: *OIG Determination of Veterans Health Administration's Occupational Staffing Shortages*, Report No. 15-00430-103, January 30, 2015; *OIG Determination of Veterans Health Administration's Occupational Staffing Shortages*, Report No. 15-03063-511, September 1, 2015; *OIG Determination of VHA Occupational Staffing Shortages*, Report No. 16-00351-453, September 28, 2016; *OIG Determination of VHA Occupational Staffing Shortages, FY 2017*, Report No. 17-00936-385, September 27, 2017; *OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2018*, Report No. 18-01693-196, June 14, 2018; *OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2019*, Report No. 19-00346-241, September 30, 2019.

Scope and Methodology

Staffing Survey Development and Distribution

The OIG conducted a survey to identify severe occupational staffing shortages at each facility across VHA. Medical center directors determined severe occupational staffing shortages as defined by 5 Code of Federal Regulations (C.F.R.) § 337.204.⁹

The survey listed occupations categorized by (1) OPM occupational series codes, (2) VHA assignment codes, (3) clinical or nonclinical designation, and (4) hiring authority. See appendix B for a complete list of OPM occupational series and VHA assignment codes included in the survey. The survey asked medical center directors to select their facility from a drop-down menu pre-populated based on a directory provided by VHA. Additionally, the survey asked medical center directors the following questions for each occupation:

1. What was the number of staff within the occupation as of December 31, 2019?
2. Do you consider there to be a severe shortage in this occupation?
3. If yes to #2, why do you consider there to be a severe shortage in this occupation?

⁹ 5 C.F.R. § 337.204, Severe Shortage of Candidates, states:

(a) OPM will determine when a severe shortage of candidates exists for particular occupations, grades (or equivalent), and/or geographic locations. OPM may decide independently that such a shortage exists or may make this decision in response to a written request from an agency.

(b) An agency when requesting direct-hire authority under this section, or OPM when deciding independently, must identify the position or positions that are difficult to fill and must provide supporting evidence that demonstrates the existence of a severe shortage of candidates with respect to the position(s). The evidence should include, as applicable, information about

- (1) The results of workforce planning and analysis;
- (2) Employment trends including the local or national labor market;
- (3) The existence of nationwide or geographic skills shortages;
- (4) Agency efforts, including recruitment initiatives, use of other appointing authorities (e.g., schedule A, schedule B) and flexibilities, training and development programs tailored to the position(s), and an explanation of why these recruitment and training efforts have not been sufficient;
- (5) The availability and quality of candidates;
- (6) The desirability of the geographic location of the position(s);
- (7) The desirability of the duties and/or work environment associated with the position(s); and
- (8) Other pertinent information such as selective placement factors or other special requirements of the position, as well as agency use of hiring flexibilities such as recruitment or retention allowances or special salary rates.

4. How would you rank the designated shortages in priority order?

The OIG distributed the survey to medical center directors at 139 facilities on February 18, 2020, with a completion requirement of March 13, 2020.¹⁰ To facilitate completion of the survey, the OIG met with VHA leadership to discuss the survey and its purpose, and responded to any questions.¹¹ Additionally, the OIG reviewed submissions as received and, when necessary, worked with the facility to clarify responses.

As the deadline for survey submissions approached, the coronavirus disease (COVID-19) pandemic crisis began to affect VHA facility operations. Medical center leaders shifted their primary attention to emergent local response activities.¹² Consequently, VHA requested, and the OIG approved, three successive extensions of the survey submission deadline. The OIG confirmed receipt of surveys from all 139 facilities as of June 16, 2020. (See figure 1 for a timeline of the OIG survey deadlines, extensions, and select COVID-19-related critical events.)

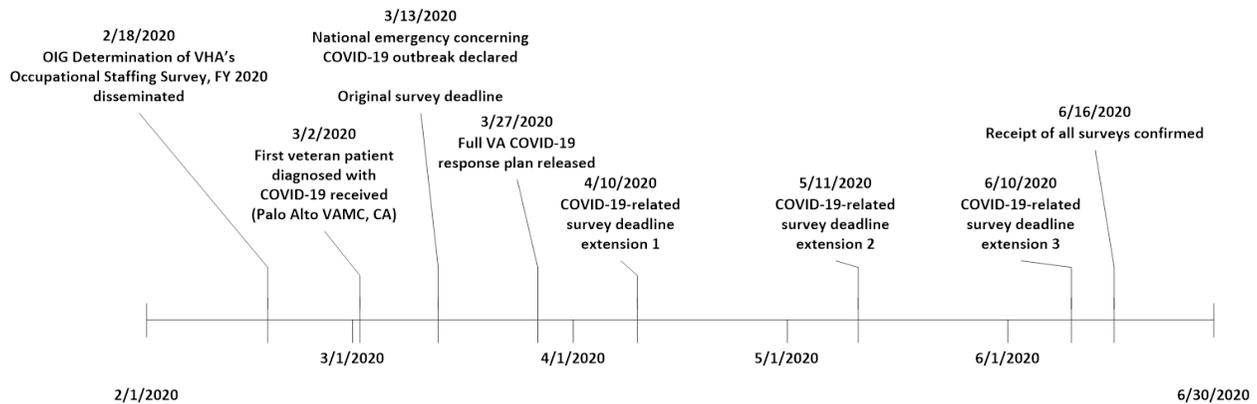


Figure 1. Timeline of OIG survey deadlines, extensions, and select COVID-19-related critical events.

Survey Analysis

The OIG identified an occupation as a severe occupational staffing shortage when it was designated as such by the medical center director. The OIG counted the total number of times the

¹⁰ The Bath and Canandaigua stations were consolidated to create the VA Finger Lakes Health Care System (station 528A6), effective October 1, 2018. Prior to this consolidation, surveys were completed by 140 facilities. The Manilla station (358) was excluded, beginning with the *OIG Determination of Veterans Health Administration Occupational Staffing Shortages, FY 2018* report, as its staff were not comprised of VA employees but employed by the State Department and were foreign nationals.

¹¹ The OIG presented at the Veterans Integrated Service Network (VISN) Directors' Call on February 13, 2020, and hosted a national call with medical center directors on March 3, 2020.

¹² COVID-19 is an infectious disease caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2), a newly discovered coronavirus. The World Health Organization, *Naming the Coronavirus Disease (COVID-19) and the Virus that Causes It*.

occupation was identified as a severe occupational staffing shortage across all facilities to characterize shortages across VHA.

The OIG derived the frequency of severe shortages for Medical Officer and Nurse because medical center directors chose to identify severe shortages at the OPM occupational series level, the VHA assignment code level, or both. As a result, the OIG considered Medical Officer and Nurse severe occupational staffing shortages if the medical center director indicated either the OPM occupational series or any of the related VHA assignment codes as shortages.

Oversight authority to review the programs and operations of VA medical facilities is authorized by the Inspector General Act of 1978, Pub. L. No. 95-452, §7, 92 Stat 1105, as amended (codified at 5 United States Code (U.S.C.) App. 3). The OIG reviews available evidence within a specified scope and methodology and makes recommendations to VA leaders, if warranted. Findings and recommendations do not define a standard of care or establish legal liability.

The OIG conducted the inspection in accordance with Quality Standards for Inspection and Evaluation published by the Council of the Inspectors General on Integrity and Efficiency.

Results

Issue 1: VHA Severe Occupational Staffing Shortages

The OIG surveyed all 139 facilities to determine the OPM occupational series and VHA assignment codes (occupations) medical center directors designated as severe shortages. To determine the magnitude of severe occupational staffing shortages at VHA, the OIG counted the total number of times an occupation was identified as a shortage, observing specifically those occupations identified by at least 20 percent of VHA facilities.¹³

Widespread Severe Shortages in Many Occupations Occurred Throughout VHA

Medical center directors identified 2,430 severe occupational staffing shortages across 277 occupations. Of these occupations, 17 were identified as severe staffing shortages by at least 20 percent of VHA facilities. The OIG found that 60 percent of facilities designated Psychiatry as a severe occupational staffing shortage, making it the most frequently cited clinical occupation. Custodial Worker was the most frequently reported nonclinical shortage occupation, which 47 percent of facilities designated as a severe occupational staffing shortage.¹⁴

Table 1 shows the frequency of VHA facilities designating occupations in the survey as a severe shortage.¹⁵ Occupations designated by at least one in five facilities were included in this table. As a result, not all occupations designated as a severe shortage by each facility were included. This table provides insight as to how common an occupation was reported as a severe occupational staffing shortage throughout VHA and can be used to bring awareness of systemic shortages.

Table 1 should not be considered the sole measure of VHA-wide severe occupational staffing shortages. It does not address all shortages throughout VHA and does not account for other dimensions that could be used to determine shortages. Additionally, facility-designated priority order is not considered when determining the frequency of occupations being reported. For

¹³ The criteria of at least 20 percent of VHA facilities designating an occupation as a severe occupational staffing shortage is consistent with prior OIG reports on VHA occupational staffing shortages as well as the criteria for a national shortage occupation utilized by Workforce Management and Consulting in their shortage occupation reports.

¹⁴ VHA's Office of Emergency Management issued the *COVID-19 Response Plan Incident-specific Annex to the VHA High Consequence Infection (HCI) Base Plan* on March 23, 2020. The Response Plan requires additional environmental cleaning in VHA facilities.

¹⁵ A severe shortage is determined by OPM when particular occupations are difficult to fill, and a shortage exists as defined per 5 C.F.R. § 337.204 for the occupational series. 5 C.F.R. 337.204 – Severe Shortage of Candidates. <https://www.govregs.com/regulations/5/337.204>. (The website was accessed on June 24, 2019.) Vacancy refers to a specific, unoccupied position and is distinct from the designation of a severe shortage.

example, one facility may have ranked an occupation as its number one shortage, while another facility could have ranked that same occupation as its number 30 shortage. Further, the impact that filling a shortage might have on a facility cannot be assessed by the survey results. Responses from individual facilities can be found in appendix C.

Table 1. Frequency of Most Common Facility-Designated Severe Occupational Staffing Shortages^a

Occupational Series or Assignment Codes ^b	Occupation	Clinical or Nonclinical	Number of Facilities that Identified the Occupation as a Severe Shortage
31*	Psychiatry	Clinical	83
3566	Custodial Worker	Nonclinical	65
0083	Police	Nonclinical	62
P1*	Primary Care	Clinical	51
0620	Practical Nurse	Clinical	49
0801	General Engineering	Nonclinical	48
0180	Psychology	Clinical	47
0644	Medical Technologist	Clinical	45
25*	Gastroenterology	Clinical	41
7408	Food Service Worker	Nonclinical	37
0679	Medical Support Assistance	Nonclinical	36
88†	RN Staff Nurse-Inpatient	Clinical	36
K6*	Hospitalist	Clinical	34
0647	Diagnostic Radiologic Technologist	Clinical	33
N4†	Nurse Practitioner – Mental Health/Substance Use Disorder	Clinical	31
Q6†	RN/Staff-Inpatient Community Living Center	Clinical	31
0201	Human Resources Management	Nonclinical	30

Source: OIG analysis of VHA facilities' responses to the OIG's FY 2020 staffing survey

^a Occupations designated by at least one in five facilities were included in this table.

^b The * denotes assignment codes within the Medical Officer occupational series; the † denotes assignment codes within the Nurse occupational series.

The number of facilities' severe occupational staffing shortage designations ranged from 0 to 85, including both clinical and nonclinical occupations.¹⁶ The greatest number of clinical occupational shortages reported for an individual facility was 82, and the greatest nonclinical occupational shortage was 21.¹⁷ Seven facilities did not report any clinical or nonclinical severe occupational staffing shortages.¹⁸ While some facilities reported no severe occupational staffing shortages, they may have unfilled vacancies.¹⁹ See appendix D for the frequency of facility-designated clinical, nonclinical, and total severe occupational staffing shortages, by facility.

Medical Officer and Nurse Occupations Were Identified as Severe Occupational Staffing Shortages by Medical Center Directors

Medical Officer and Nurse were separated from the other occupations, because VHA utilizes assignment codes to designate specialties within the corresponding Office of Personnel Management occupational series. Assessing severe shortages at the level of these specialty assignment codes instead of the broader occupational series codes allowed the OIG to assess severe shortages for the Medical Officer and Nurse series at a more detailed level.

The OIG derived Medical Officer and Nurse severe occupational staffing shortages if the medical center director indicated either the OPM occupational series or any of the related VHA assignment codes as shortages. The derived frequency for Medical Officer was 121 out of 139, or 87 percent of facilities listed the OPM occupational series Medical Officer or a related VHA assignment code as a severe shortage. The derived frequency for Nurse was 100 out of 139, or 72 percent of facilities listed the OPM occupational series Nurse or a related VHA assignment code as a severe shortage.

¹⁶ West Los Angeles VA Medical Center in California designated the most severe occupational staffing shortages among all facilities.

¹⁷ West Los Angeles VA Medical Center in California designated the most severe clinical occupational staffing shortages. White River Junction VA Medical Center in Vermont designated the most nonclinical severe occupational staffing shortages.

¹⁸ Facilities reporting no severe occupational shortages in the 2020 survey included the Sacramento VA Medical Center in Mather, California; West Haven VA Medical Center in Connecticut; Atlanta VA Medical Center in Decatur, Georgia; Aleda E. Lutz VA Medical Center in Saginaw, Michigan; G. V. (Sonny) Montgomery VA Medical Center in Jackson, Mississippi; Chalmers P. Wylie Veterans Outpatient Clinic in Columbus, Ohio; and Erie VA Medical Center in Pennsylvania.

¹⁹ A severe shortage is defined by the Office of Personnel Management when particular occupations are difficult to fill, and a shortage exists as defined by 5 C.F.R. § 337.204 for the occupational series. Vacancy refers to a specific unoccupied position and is distinct from the designation of a severe shortage. For example, a facility could identify an occupation as a severe occupational shortage, which could have no vacant positions or 100 vacant positions.

Practical Nurse Was the Most Frequently Reported Hybrid Title 38 Severe Shortage Occupation

VACAA and VCQEA provide the means for the Secretary of Veterans Affairs to grant VHA direct-hire authority for Hybrid Title 38 occupations based on severe shortages determined in part by this report.²⁰ The OIG identified the frequency of VHA facilities designating Hybrid Title 38 occupations as severe staffing shortages. Thirty-five percent of facilities reported Practical Nurse as a severe occupational staffing shortage making it the most frequently reported Hybrid Title 38 shortage. The full list of Hybrid Title 38 severe occupational staffing shortages can be found in appendix E.

Issue 2: Changes in Severe Occupational Shortages

The OIG examined VHA's progress in reducing severe occupational shortages as an indirect measure of the impact of legislation. The OIG compared FYs 2018, 2019, and 2020 survey responses to evaluate changes in severe occupational staffing shortages across VHA. Some limitations that may affect comparisons include changes in position categorization or veteran demand. Through refinement of position categorization, the total number of occupations provided to the OIG has changed to reflect the most current occupational codes. An increase or decrease in the number of occupations alters the total possible number of severe occupational staffing shortages a medical center director can select. Changes in veteran demand affect facility staffing needs which, in turn, changes how facilities identify severe occupational staffing shortages.

Total Reported Severe Shortages and Facilities Reporting Shortages Have Decreased

The total number of severe occupational shortages reported by medical center directors in this year's survey responses has decreased comparatively as seen in figure 2. Seventeen occupations were identified as a severe occupational staffing shortage by at least 20 percent of facilities in FY 2020. This is down from 27 in FY 2019 and 30 in FY 2018.

Human Resources Management was reported as the most frequent nonclinical severe occupational staffing shortage in both FYs 2018 and 2019 surveys. As of this report, it was the sixth nonclinical severe occupational staffing shortage. However, the number of facilities reporting Human Resources Management as a severe occupational staffing shortage decreased annually from FY 2018 to FY 2020 (92 to 30). Adequate staffing in the Human Resources

²⁰ VHA's Workforce Management and Consulting, *Shortage Occupation Report FY 2019 Workforce Planning Cycle*.

Management occupation promotes VHA's ability to fill other severe occupational staffing shortages.

Further comparison of the most frequently reported severe occupational staffing shortages highlighted seven occupations that have remained in the top 10 most frequently reported severe shortages annually—Police, Psychiatry, Primary Care, Practical Nurse, General Engineering, Psychology, and Medical Technologist.

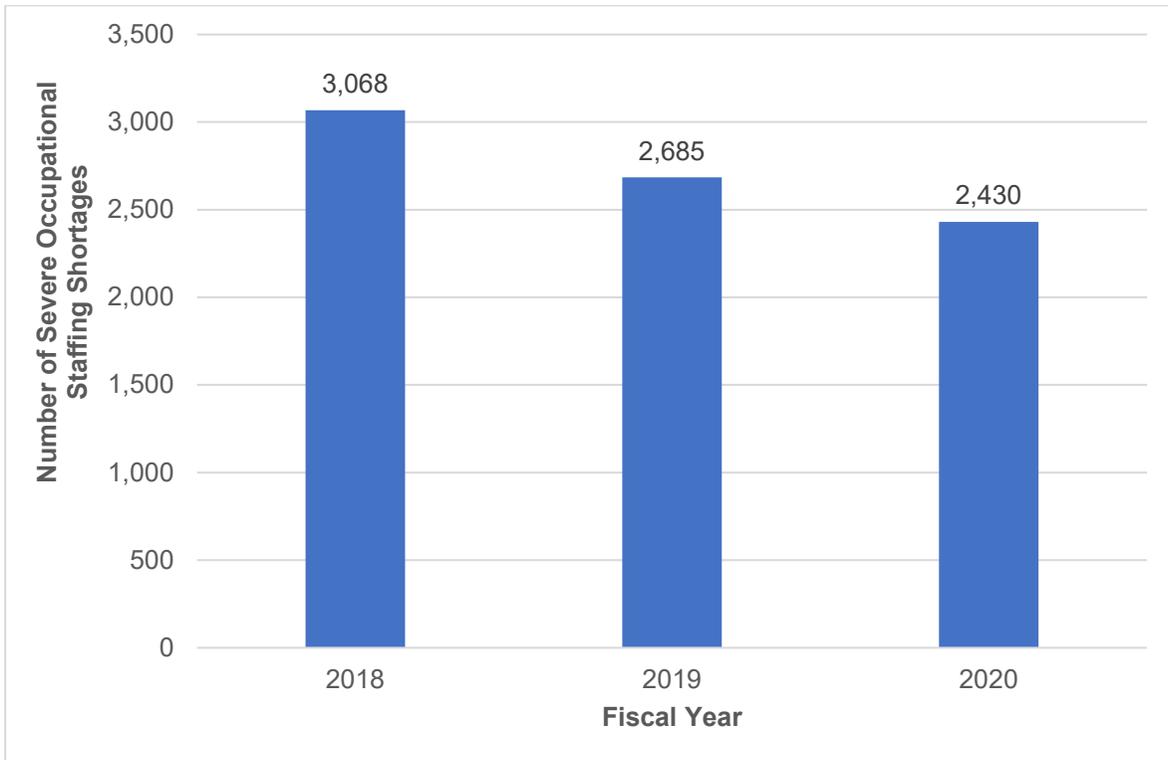


Figure 2. Comparison of total facility-designated severe occupational staffing shortages reported in FYs 2018, 2019, and 2020 surveys

Source: *OIG analysis of VHA facilities' responses to the OIG's FYs 2018, 2019, and 2020 staffing surveys*

The number of facilities reporting no severe occupational staffing shortages increased from zero in FY 2018, to five in FY 2019, and to seven in FY 2020.²¹ The facilities reporting zero severe occupational staffing shortages changed yearly. The OIG compared the facilities with zero

²¹ Facilities reporting no severe occupational shortages in the 2019 survey included Canandaigua VA Medical Center in New York (it has since been consolidated with the Bath VA Medical Center to create Finger Lakes Health Care System); Coatesville VA Medical center in Pennsylvania; Wm. Jennings Bryan Dorn VA Medical Center in Columbia, South Carolina; Clement J. Zablocki VA Medical Center in Milwaukee, Wisconsin; and Spark M. Matsunaga VA Medical Center in Honolulu, Hawaii. Facilities reporting no severe occupational shortages in the 2020 survey included the Sacramento VA Medical Center in Mather, California; West Haven VA Medical Center in Connecticut; Atlanta VA Medical Center in Decatur, Georgia; Aleda E. Lutz VA Medical Center in Saginaw, Michigan; G. V. (Sonny) Montgomery VA Medical Center in Jackson, Mississippi; Chalmers P. Wylie Veterans Outpatient Clinic in Columbus, Ohio; and Erie VA Medical Center in Pennsylvania.

reported severe occupational staffing shortages for FY 2020 with their FY 2019 survey responses. One of the facilities reporting zero severe occupational staffing shortages in FY 2020 had the highest number of shortages across VHA in both FYs 2018 and 2019.²²

While there has been a decrease in the number of severe occupational staffing shortages as well as an increase in the number of facilities reporting zero shortages since FY 2018, there may not have been a corresponding drop in facility staffing need. For example, the OIG identified that facilities have vacancies in occupations not identified as shortages.

Conclusion

Ninety-five percent of VHA facilities identified having at least one severe occupational staffing shortage. Seventeen occupations were identified as a severe occupational staffing shortage by at least one in five facilities. Every year since 2014, the Medical Officer and Nurse occupations have been identified as severe shortages in OIG's annual determination of occupational staffing shortages report. VHA is able to non-competitively appoint individuals to both of these Title 38 occupations in accordance with VA guidance.²³ Although there is a hiring flexibility for such occupations and the overall number of severe shortages has declined, VHA continues to experience severe occupational staffing shortages for these positions that are fundamental to the delivery of health care.

Medical center directors reported 2,430 severe occupational staffing shortages across VHA, with one facility noting 85.²⁴ The OIG determined that 121 of 139 facilities had severe shortages for Medical Officer and 100 of 139 facilities had severe shortages for Nurse. Sixty percent of facilities noted severe occupational shortages for Psychiatry, making it the most cited clinical occupational shortage; and almost half (47 percent) of the facilities noted severe occupational staffing shortages for Custodial Worker, the most cited nonclinical occupation.

The OIG observed yearly decreases in the overall number of severe occupational staffing shortages since FY 2018. However, not all occupations saw a decrease. Custodial Worker is one occupation that saw yearly increases in frequency of facility-determined occupational staffing shortages since FY 2018. In FY 2020, it was the most frequently cited nonclinical occupational shortage. The OIG has concerns regarding the increased frequency of facility-designated severe occupational shortage for Custodial Worker and its effects on VHA's ability to provide care safely during the COVID-19 pandemic.

²² Atlanta VA Medical Center in Georgia reported zero severe occupational shortages in FY 2020, 84 in FY 2019, and 89 in FY 2018.

²³ VA Handbook 5005, *Staffing*, Part II, Chapter 3, Section F, Appointments under 38 U.S.C. 7401.

²⁴ A severe occupational shortage is different than a vacancy. A severe occupational shortage exists when there is a severe shortage of candidates for an occupation and is defined by 5 C.F.R § 337.204. A vacancy exists when a position within an occupation goes unfilled.

VHA's Office of Emergency Management issued the COVID-19 Response Plan Incident-specific Annex to the VHA High Consequence Infection (HCI) Base Plan on March 23, 2020, (Response Plan). The Response Plan requires facilities to perform additional cleaning and disinfection after a person screens positive for respiratory symptoms or COVID-19 exposure.²⁵ The increasing number of COVID-19 patients increases facilities' reliance on custodial workers. For example, OIG's COVID-19 Screening Processes and Pandemic Readiness report found one facility was deploying staff to clean high-touch areas, such as elevators, doorknobs, and railings with greater frequency.²⁶ The pandemic underscores the need for Custodial Workers. The OIG made no recommendations.

²⁵ VHA *Response Plan*, March 23, 2020. Department of Veterans Affairs, *VA Releases COVID-19 Response Plan*. <https://www.va.gov/opa/pressrel/pressrelease.cfm?id=5405>. While the Response Plan was issued for official use on March 23, 2020, it was not publicly available until March 27, 2020.

²⁶ VA OIG Report, *OIG Inspection of Veterans Health Administration's COVID-19 Screening Processes and Pandemic Readiness*, Report No. 20-02221-120, March 26, 2020.

Appendix A: Status of OIG Recommendations Made in the Annual Determination of Occupational Staffing Shortages Reports

Table A.1. Status of OIG Recommendations Made in the Annual Determination of Occupational Staffing Shortages Reports

Report	Recommendation ²⁷	Status
<i>OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Report No. 15-00430-103, January 30, 2015</i>	1. We recommended that the Interim Under Secretary for Health continue to develop and implement staffing models for critical need occupations.	Opened: January 30, 2015 Closed: October 15, 2015 ²⁸
<i>OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Report No. 15-03063-511, September 1, 2015</i>	1. We recommended that the Under Secretary for Health ensure that the Veterans Health Administration further develops staffing models for critical need occupations.	Opened: September 1, 2015 Closed: September 28, 2016 ²⁹
<i>OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Report No. 15-03063-511, September 1, 2015</i>	2. We recommended that the Under Secretary for Health review the data on regrettable losses in this report and Veterans Integrated Service Network Workforce Succession Strategic Plans and, if appropriate, consider implementing measures to reduce such losses.	Opened: September 1, 2015 Closed: September 28, 2016 ³⁰
<i>OIG Determination of VHA Occupational Staffing Shortages, Report No. 16-00351-453, September 28, 2016</i>	1. We restated our previous recommendation that the Under Secretary for Health ensure that Veterans Health Administration develops staffing models for critical need occupations, and we further recommended that Veterans Health Administration sets forth	Opened: September 28, 2016 Closed: January 4, 2018

²⁷ In *OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2018*, Report No. 18-01693-196, June 14, 2018, the OIG ceased the use of phrases such as "We recommended..." in recommendations.

²⁸ The OIG did not close the recommendation because VHA had successfully completed the action; it was closed because the recommendation was repeated in the next iteration of the staffing report.

²⁹ The OIG did not close the recommendation because VHA had successfully completed the action; it was closed because the recommendation was repeated in the next iteration of the staffing report.

³⁰ The OIG did not close the recommendation because VHA had successfully completed the action; it was closed because the recommendation was repeated in the next iteration of the staffing report.

Table A.1. Status of OIG Recommendations Made in the Annual Determination of Occupational Staffing Shortages Reports (*continued*)

Report	Recommendation ²⁷	Status
	milestones and a timetable for further critical need occupations' staffing model development, piloting, and implementation.	
<i>OIG Determination of VHA Occupational Staffing Shortages, Report No. 16-00351-453, September 28, 2016</i>	2. We restated our previous recommendation that the Under Secretary for Health review data on regrettable losses and consider implementing measures to reduce such losses.	Opened: September 28, 2016 Closed: January 4, 2018
<i>OIG Determination of VHA Occupational Staffing Shortages, Report No. 16-00351-453, September 28, 2016</i>	3. We recommended that the Under Secretary for Health consider incorporating data that predicts changes in veteran demand for health care into its staffing model.	Opened: September 28, 2016 Closed: January 4, 2018
<i>OIG Determination of VHA Occupational Staffing Shortages, Report No. 16-00351-453, September 28, 2016</i>	4. We recommended that the Under Secretary for Health assess Veterans Health Administration's resources and expertise in developing staffing models and determine whether exploration of external options to develop the above staffing model is necessary.	Opened: September 28, 2016 Closed: January 4, 2018
<i>OIG Determination of VHA Occupational Staffing Shortages, FY 2017, Report No. 17-00936-385, September 27, 2017</i>	1. We recommended that the Acting Under Secretary for Health ensure that the Veterans Health Administration implements staffing models for critical need occupations.	Opened: September 27, 2017 Closed: August 19, 2020
<i>OIG Determination of VHA Occupational Staffing Shortages, FY 2017, Report No. 17-00936-385, September 27, 2017</i>	2. We recommended that the Acting Under Secretary for Health review the Veterans Health Administration report on regrettable losses and implement effective measures to reduce such losses.	Opened: September 27, 2017 Closed: August 2, 2018
<i>OIG Determination of VHA Occupational Staffing Shortages, FY 2017, Report No. 17-00936-385, September 27, 2017</i>	3. We recommended that the Acting Under Secretary for Health continue incorporating data that predict changes in veteran demand for health care into its staffing model.	Opened: September 27, 2017 Closed: August 19, 2020

Table A.1. Status of OIG Recommendations Made in the Annual Determination of Occupational Staffing Shortages Reports *(continued)*

Report	Recommendation ²⁷	Status
<p><i>OIG Determination of VHA Occupational Staffing Shortages, FY 2017, Report No. 17-00936-385, September 27, 2017</i></p>	<p>4. We recommended that the Acting Under Secretary for Health continue assessing the Veterans Health Administration's resources and expertise in developing staffing models and determine whether exploration of external options to develop the above staffing model is necessary.</p>	<p>Opened: September 27, 2017 Closed: November 5, 2019</p>
<p><i>OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2018, Report No. 18-01693-196, June 14, 2018</i></p>	<p>1. The Under Secretary for Health refines and formalizes VHA's position categorization of individuals (clinical and nonclinical) who are necessary to VHA's mission of delivering health care by looking at various dimensions of each occupation, including staff skill set and function, enabling identification of positions based on the specific role a person would fill.</p>	<p>Opened: June 14, 2018 Closed: August 19, 2020</p>
<p><i>OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2018, Report No. 18-01693-196, June 14, 2018</i></p>	<p>2. The Under Secretary for Health ensures the consistent implementation and use of the position categorization approach across all facilities.</p>	<p>Opened: June 14, 2018 Closed: October 28, 2019</p>
<p><i>OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2019, Report No. 19-00346-241, September 30, 2019</i></p>	<p>1. The Under Secretary for Health ensures completion of all open action plans related to recommendations from previous iterations of this report.</p>	<p>Opened: September 30, 2019 Closed: August 19, 2020</p>
<p><i>OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, FY 2019, Report No. 19-00346-241, September 30, 2019</i></p>	<p>2. The Under Secretary for Health identifies a plan of action that will address the underlying causes of severe occupational staffing shortages identified in this report.</p>	<p>Opened: September 30, 2019 Closed: March 10, 2020</p>

Source: OIG analysis of status of recommendations made across the seven Determination of Occupational Staffing Shortages Reports.

Appendix B: Occupational Series and VHA Assignment Codes Included in the Survey

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
0602 Medical Officer*	Clinical	Title 38
0 Miscellaneous Title 38*	Clinical	Title 38
1 Anesthesiology*	Clinical	Title 38
2 Surgery*	Clinical	Title 38
3 Gynecology*	Clinical	Title 38
4 Pain Management/Physical Medicine and Rehabilitation*	Clinical	Title 38
5 Medical Oncology*	Clinical	Title 38
6 Ophthalmology*	Clinical	Title 38
7 Orthopedic Surgery*	Clinical	Title 38
8 Otolaryngology*	Clinical	Title 38
9 Plastic Surgery*	Clinical	Title 38
10 Colon & Rectal Surgery*	Clinical	Title 38
11 Thoracic Surgery*	Clinical	Title 38
12 Urology*	Clinical	Title 38
13 Physiatry*	Clinical	Title 38
16 Emergency Medicine*	Clinical	Title 38
17 Retinal Surgery*	Clinical	Title 38
18 Hematology*	Clinical	Title 38
19 Infectious Diseases*	Clinical	Title 38

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
20 Dermatology*	Clinical	Title 38
21 General Internal Medicine*	Clinical	Title 38
23 Allergy & Immunology*	Clinical	Title 38
25 Gastroenterology*	Clinical	Title 38
26 Pulmonary Diseases*	Clinical	Title 38
27 Nephrology*	Clinical	Title 38
28 Rheumatology*	Clinical	Title 38
29 Endocrine and Metabolism*	Clinical	Title 38
30 Neurology*	Clinical	Title 38
31 Psychiatry*	Clinical	Title 38
32 Anatomic Pathology*	Clinical	Title 38
33 Clinical Pathology*	Clinical	Title 38
34 Advanced Geriatric Fellow*	Clinical	Title 38
35 Clinical Scholar-Robert Wood Johnson*	Clinical	Title 38
36 Preventive Medicine*	Clinical	Title 38
38 Radiology-Diagnostic*	Clinical	Title 38
39 Radiology-Therapeutic*	Clinical	Title 38
40 Geriatrics*	Clinical	Title 38
41 Pain Management/Anesthesia*	Clinical	Title 38
42 Paraplegia*	Clinical	Title 38
43 Pathology*	Clinical	Title 38

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
44 Physical Medicine & Rehabilitation*	Clinical	Title 38
45 Radiology-Interventional*	Clinical	Title 38
46 Nuclear Medicine*	Clinical	Title 38
47 Research-Career Development*	Clinical	Title 38
48 Research*	Clinical	Title 38
49 Family Practice*	Clinical	Title 38
50 Admitting Physician*	Clinical	Title 38
51 Chief of Staff*	Clinical	Title 38
52 Chief of Staff Trainee*	Clinical	Title 38
53 Associate Chief of Staff-Education*	Clinical	Title 38
54 Associate Chief of Staff Resident & Development*	Clinical	Title 38
55 Director*	Clinical	Title 38
56 Physician in CO*	Clinical	Title 38
57 Physician-Admin, Other*	Clinical	Title 38
58 Assistant Chief of Staff*	Clinical	Title 38
59 Associate COS Ambulatory Care*	Clinical	Title 38
61 ACOS/Quality Assurance*	Clinical	Title 38
63 General Practice*	Clinical	Title 38
64 Executive Director*	Clinical	Title 38
67 Oral Surgery*	Clinical	Title 38
68 Periodontics*	Clinical	Title 38

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
CA Cardiology Non-Invasive*	Clinical	Title 38
CB Anesthesiology Pain Management*	Clinical	Title 38
CC Pain Management*	Clinical	Title 38
CE Palliative Care*	Clinical	Title 38
CF Dermatology Mohs*	Clinical	Title 38
E1 Associate Chief of Staff Extended Care*	Clinical	Title 38
E2 Associate Chief of Staff Geriatrics/Long Term Care*	Clinical	Title 38
E3 Associate Chief of Staff Men's Health/Behavioral Science*	Clinical	Title 38
E4 Cardiovascular/Thoracic Surgeon*	Clinical	Title 38
E5 Neurosurgery*	Clinical	Title 38
E6 Cardiology Non-Interventionist*	Clinical	Title 38
E7 Radiology (Nuclear)*	Clinical	Title 38
E9 Compensation/Pension*	Clinical	Title 38
F8 Director - VISN*	Clinical	Title 38
G9 Radiation Oncology*	Clinical	Title 38
H1 Psychiatry Fellow*	Clinical	Title 38
H3 Ambulatory Care Fellow*	Clinical	Title 38
H4 Palliative Care Medicine Fellow*	Clinical	Title 38
H7 Health Services Research Fellow*	Clinical	Title 38
H9 Women Veterans Health Fellow*	Clinical	Title 38
K1 Chief Consultant*	Clinical	Title 38

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (*continued*)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
K3 National Qual Scholars*	Clinical	Title 38
K6 Hospitalist*	Clinical	Title 38
K8 Critical Care*	Clinical	Title 38
K9 Mohs Surgery*	Clinical	Title 38
M5 Medinfo Postdoctoral Fellow*	Clinical	Title 38
M9 Cardiology-Interventional*	Clinical	Title 38
N9 Cardiac Electrophysiology*	Clinical	Title 38
P1 Primary Care*	Clinical	Title 38
P3 Chief Med Officer VISN*	Clinical	Title 38
P4 Chief Officer In CO*	Clinical	Title 38
P5 Principle Deputy USH*	Clinical	Title 38
P6 Director Outpatient Clinic*	Clinical	Title 38
P8 Dep Chief Of Staff*	Clinical	Title 38
P9 Orthopedic*	Clinical	Title 38
Q8 Health Informatics*	Clinical	Title 38
Q9 Sleep Medicine*	Clinical	Title 38
R3 Hematology/Oncology*	Clinical	Title 38
R4 Vascular Surgery*	Clinical	Title 38
0610 Nurse†	Clinical	Title 38
0 Miscellaneous Title 38†	Clinical	Title 38
71 RN, Recruiter†	Clinical	Title 38

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
74 RN, Infection Control†	Clinical	Title 38
75 NP-Primary Care†	Clinical	Title 38
77 RN, Researcher/Doctor†	Clinical	Title 38
79 CNS-Med/Surg†	Clinical	Title 38
80 RN/Nurse Executive†	Clinical	Title 38
81 Chief Nurse Trainee†	Clinical	Title 38
82 RN, Senior Leadership†	Clinical	Title 38
85 RN Educator†	Clinical	Title 38
86 RN, Shift Supervisor†	Clinical	Title 38
87 RN, Manager/Head Nurse†	Clinical	Title 38
88 RN Staff Nurse-Inpatient†	Clinical	Title 38
89 RN/VACO, Other†	Clinical	Title 38
91 Nurse Supervisor Surgical Service†	Clinical	Title 38
CG Nurse Practitioner Resident†	Clinical	Title 38
CJ Resource/Float Pool†	Clinical	Title 38
CL RN-VA Liaison Health†	Clinical	Title 38
CM RN Staff-Critical Care†	Clinical	Title 38
CP RN Staff- Progressive Care†	Clinical	Title 38
CQ RN Staff- Inpatient Mental Health†	Clinical	Title 38
CR RN Staff- Emergency Dept/Urgent Care†	Clinical	Title 38
CS RN Staff- Outpatient Mental Health†	Clinical	Title 38

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
CT RN Staff- Women's Health Clinic†	Clinical	Title 38
CU RN Staff-Domiciliary†	Clinical	Title 38
CV RN Staff-Interventional†	Clinical	Title 38
CW RN Staff-Peri-Op†	Clinical	Title 38
CX RN First Assist†	Clinical	Title 38
CY NP-Geriatrics†	Clinical	Title 38
CZ NP-Medical Specialty†	Clinical	Title 38
DA NP-Surgical Special†	Clinical	Title 38
DB NP-Joint Med/Surg†	Clinical	Title 38
E8 Deputy Nurse Executive†	Clinical	Title 38
F1 Associate Chief Nursing Service†	Clinical	Title 38
F2 RN Administrative Trainee†	Clinical	Title 38
G5 RN Facility Admin†	Clinical	Title 38
G6 RN/Program Manager/Coordinator†	Clinical	Title 38
G7 RN, Admin/Other†	Clinical	Title 38
G8 Program Manager National Facility Register/Operation Enduring Freedom-Operation Iraqi Freedom †	Clinical	Title 38
J3 RN, Clinical Analyst†	Clinical	Title 38
J4 RN/Assistant Manager/Perm Change†	Clinical	Title 38
J5 RN, VISN, Other†	Clinical	Title 38
J6 RN, Peer Advocate†	Clinical	Title 38
K4 RN Pre-Doctoral Fellow†	Clinical	Title 38

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
M1 RN, Administrative/Discharge Coordinator†	Clinical	Title 38
M2 RN/Case Manager/Care†	Clinical	Title 38
M3 RN, Transition Care Management Case Manager†	Clinical	Title 38
M4 RN, Federal Recovery Coordinator†	Clinical	Title 38
M5 Medinfo Postdoctoral Fellow†	Clinical	Title 38
N1 NP/Long Term Care†	Clinical	Title 38
N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	Clinical	Title 38
N5 NP-Other†	Clinical	Title 38
N6 CNS-Outpatient†	Clinical	Title 38
N7 CNS-Long Term Care/Geriatrics†	Clinical	Title 38
N8 Clinical Nurse Specialist – Mental Health/Substance Use Disorder†	Clinical	Title 38
Q1 RN/Staff-Outpatient†	Clinical	Title 38
Q2 RN/Staff-Mixed†	Clinical	Title 38
Q3 RN-Telephone Triage†	Clinical	Title 38
Q4 RN Clinical Nurse Lead†	Clinical	Title 38
Q5 RN, Travel Nurse Corps Staff†	Clinical	Title 38
Q6 RN/Staff-Inpatient Community Living Center†	Clinical	Title 38
Q7 Charge Nurse†	Clinical	Title 38
R6 RN-Veteran Affairs Nursing Academic Partnerships Faculty†	Clinical	Title 38
S1 RN/Polytrauma Rehab†	Clinical	Title 38
S2 RN Informatics†	Clinical	Title 38

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
S3 RN, Preventative/Occupational Health†	Clinical	Title 38
S4 RN/Wound Care Spect†	Clinical	Title 38
S5 RN, IV Therapy†	Clinical	Title 38
S6 RN – General Clinical Consultant†	Clinical	Title 38
S7 RN/Resident†	Clinical	Title 38
0018 Safety and Occupational Health Management	Nonclinical	Title 5
0019 Safety Technician	Nonclinical	Title 5
0028 Environmental Protection Specialist	Nonclinical	Title 5
0060 Chaplain	Clinical	Title 5
0080 Security Administration	Nonclinical	Title 5
0081 Fire Protection and Prevention	Nonclinical	Title 5
0083 Police	Nonclinical	Title 5
0085 Security Guard	Nonclinical	Title 5
0086 Security Clerical and Assistance	Nonclinical	Title 5
0089 Emergency Management	Nonclinical	Title 5
0101 Social Science (Title 5)	Clinical	Title 5
0101 Social Science/Licensed Prof Mental Health Counselor	Clinical	Title 38 Hybrid
0101 Social Service/Marriage Family Therapist	Clinical	Title 38 Hybrid
0102 Social Science Aid and Technician	Clinical	Title 5
0110 Economist	Nonclinical	Title 5
0150 Geographer	Nonclinical	Title 5

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
0180 Psychology	Clinical	Title 38 Hybrid
0181 Psychology Aid and Technician	Clinical	Title 5
0184 Sociology	Clinical	Title 5
0185 Social Work	Clinical	Title 38 Hybrid
0186 Social Services Aid and Assistant	Clinical	Title 5
0187 Social Services	Clinical	Title 5
0188 Recreation Specialist	Clinical	Title 5
0189 Recreation Aid and Assistant	Clinical	Title 5
0193 Archeology	Nonclinical	Title 5
0199 Social Science Student Trainee	Clinical	Title 5
0201 Human Resources Management	Nonclinical	Title 5
0203 Human Resources Assistance	Nonclinical	Title 5
0260 Equal Employment Opportunity	Nonclinical	Title 5
0299 Human Resources Management Student Trainee	Nonclinical	Title 5
0301 Miscellaneous Administration and Program	Nonclinical	Title 5
0302 Messenger	Nonclinical	Title 5
0303 Miscellaneous Clerk and Assistant	Nonclinical	Title 5
0304 Information Receptionist	Nonclinical	Title 5
0305 Mail and File	Nonclinical	Title 5
0306 Government Information Specialist	Nonclinical	Title 5
0308 Records and Information Management	Nonclinical	Title 5

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
0309 Correspondence Clerk	Nonclinical	Title 5
0313 Work Unit Supervising	Nonclinical	Title 5
0318 Secretary	Nonclinical	Title 5
0322 Clerk-Typist	Nonclinical	Title 5
0326 Office Automation Clerical and Assistance	Nonclinical	Title 5
0332 Computer Operation	Nonclinical	Title 5
0335 Computer Clerk and Assistant	Nonclinical	Title 5
0340 Program Management	Nonclinical	Title 5
0341 Administrative Officer	Nonclinical	Title 5
0342 Support Services Administration	Nonclinical	Title 5
0343 Management and Program Analysis	Nonclinical	Title 5
0344 Management and Program Clerical and Assistance	Nonclinical	Title 5
0346 Logistics Management	Nonclinical	Title 5
0350 Equipment Operator	Nonclinical	Title 5
0356 Data Transcriber	Nonclinical	Title 5
0361 Equal Opportunity Assistance	Nonclinical	Title 5
0382 Telephone Operating	Nonclinical	Title 5
0390 Telecommunications Processing	Nonclinical	Title 5
0391 Telecommunications	Nonclinical	Title 5
0392 General Telecommunications	Nonclinical	Title 5
0394 Communications Clerical	Nonclinical	Title 5

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
0399 Administration and Office Support Student Trainee	Nonclinical	Title 5
0401 General Biological Science	Nonclinical	Title 5
0403 Microbiology	Nonclinical	Title 5
0404 Biological Science Technician	Nonclinical	Title 5
0405 Pharmacology	Nonclinical	Title 5
0413 Physiology	Nonclinical	Title 5
0415 Toxicology	Nonclinical	Title 5
0437 Horticulture	Nonclinical	Title 5
0440 Genetics	Clinical	Title 5
0499 Biological Science Student Trainee	Nonclinical	Title 5
0501 Financial Administration and Program	Nonclinical	Title 5
0503 Financial Clerical and Assistance	Nonclinical	Title 5
0505 Financial Management	Nonclinical	Title 5
0510 Accounting	Nonclinical	Title 5
0511 Auditing	Nonclinical	Title 5
0525 Accounting Technician	Nonclinical	Title 5
0530 Cash Processing	Nonclinical	Title 5
0540 Voucher Examining	Nonclinical	Title 5
0544 Civilian Pay	Nonclinical	Title 5
0560 Budget Analysis	Nonclinical	Title 5
0561 Budget Clerical and Assistance	Nonclinical	Title 5

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
0593 Insurance Accounts	Nonclinical	Title 5
0599 Financial Management Student Trainee	Nonclinical	Title 5
0601 General Health Science (Title 5)	Clinical	Title 5
0601 General Health Science/Acupuncturist	Clinical	Title 38 Hybrid
0601 General Health Science/Blind Rehab	Clinical	Title 38 Hybrid
0601 General Health Science/Chiropractor	Clinical	Title 38
0601 General Health Science/Expanded Dental Function	Clinical	Title 38
0601 General Health Science/Genetic Counselor	Clinical	Title 38 Hybrid
0601 General Health Science/Nuclear Medicine Technologist	Clinical	Title 38 Hybrid
0601 General Health Science/Registered Respiratory Therapist	Clinical	Title 38 Hybrid
0601 General Health Science/Therapeutic Medical Physicist	Clinical	Title 38 Hybrid
0603 Physician's Assistant	Clinical	Title 38
0605 Nurse Anesthetist	Clinical	Title 38
0620 Practical Nurse	Clinical	Title 38 Hybrid
0621 Nursing Assistant	Clinical	Title 38 Hybrid
0622 Medical Supply Aide and Technician	Nonclinical	Title 5 & Title 38 Hybrid
0630 Dietitian and Nutritionist	Clinical	Title 38 Hybrid
0631 Occupational Therapist	Clinical	Title 38 Hybrid
0633 Physical Therapist	Clinical	Title 38 Hybrid
0635 Corrective Therapist	Clinical	Title 38 Hybrid
0636 Rehabilitation Therapy Assistant (Title 5)	Clinical	Title 5

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant	Clinical	Title 38 Hybrid
0638 Recreation/Creative Arts Therapist	Clinical	Title 5
0640 Health Aid and Technician (Title 5)	Clinical	Title 5
0640 Health Aid and Technician/Certified Respiratory Therapist	Clinical	Title 38 Hybrid
0640 Health Aid and Technician/Telehealth	Clinical	Title 38 Hybrid
0642 Nuclear Medicine Technician	Clinical	Title 5
0644 Medical Technologist	Clinical	Title 38 Hybrid
0645 Medical Technician	Clinical	Title 5
0646 Pathology Technician (Title 5)	Clinical	Title 5
0646 Pathology Technician/Histopathology	Clinical	Title 38 Hybrid
0647 Diagnostic Radiologic Technologist	Clinical	Title 38 Hybrid
0648 Therapeutic Radiologic Technologist	Clinical	Title 38 Hybrid
0649 Medical Instrument Technician	Clinical	Title 38 Hybrid
0651 Respiratory Therapist	Clinical	Title 5
0660 Pharmacist	Clinical	Title 38 Hybrid
0661 Pharmacy Technician	Clinical	Title 38 Hybrid
0662 Optometrist	Clinical	Title 38
0665 Speech Pathology and Audiology	Clinical	Title 38 Hybrid
0667 Orthotist and Prosthetist	Clinical	Title 38 Hybrid
0668 Podiatrist	Clinical	Title 38
0669 Medical Records Administration	Nonclinical	Title 38 Hybrid

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
0670 Health System Administration	Nonclinical	Title 5
0671 Health System Specialist	Nonclinical	Title 5
0672 Prosthetic Representative	Nonclinical	Title 38 Hybrid
0673 Hospital Housekeeping Management	Nonclinical	Title 5
0675 Medical Records Technician	Nonclinical	Title 38 Hybrid
0679 Medical Support Assistance	Nonclinical	Title 38 Hybrid
0680 Dental Officer	Clinical	Title 38
0681 Dental Assistant	Clinical	Title 38 Hybrid
0682 Dental Hygiene	Clinical	Title 38 Hybrid
0683 Dental Laboratory Aid and Technician	Clinical	Title 5
0690 Industrial Hygiene	Nonclinical	Title 5
0698 Environmental Health Technician	Nonclinical	Title 5
0699 Medical and Health Student Trainee	Clinical	Title 5
0701 Veterinary Medical Science	Nonclinical	Title 5
0704 Animal Health Technician	Nonclinical	Title 5
0801 General Engineering	Nonclinical	Title 5
0802 Engineering Technician	Nonclinical	Title 5
0803 Safety Engineering	Nonclinical	Title 5
0804 Fire Protection Engineering	Nonclinical	Title 5
0807 Landscape Architecture	Nonclinical	Title 5
0808 Architecture	Nonclinical	Title 5

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
0809 Construction Control	Nonclinical	Title 5
0810 Civil Engineering	Nonclinical	Title 5
0819 Environmental Engineering	Nonclinical	Title 5
0830 Mechanical Engineering	Nonclinical	Title 5
0850 Electrical Engineering	Nonclinical	Title 5
0854 Computer Engineering	Nonclinical	Title 5
0855 Electronics Engineering	Nonclinical	Title 5
0856 Electronics Technician	Nonclinical	Title 5
0858 Biomedical Engineering	Nonclinical	Title 38 Hybrid
0895 Industrial Engineering Technical	Nonclinical	Title 5
0896 Industrial Engineering	Nonclinical	Title 5
0899 Engineering and Architecture Student Trainee	Nonclinical	Title 5
0901 General Legal and Kindred Administration	Nonclinical	Title 5
0905 General Attorney	Nonclinical	Title 5
0950 Paralegal Specialist	Nonclinical	Title 5
0962 Contact Representative	Nonclinical	Title 5
0986 Legal Assistance	Nonclinical	Title 5
0996 Veterans Claims Examining	Nonclinical	Title 5
0998 Claims Assistance and Examining	Nonclinical	Title 5
0999 Legal Occupations Student Trainee	Nonclinical	Title 5
1001 General Arts and Information	Nonclinical	Title 5

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
1008 Interior Design	Nonclinical	Title 5
1020 Illustrating	Nonclinical	Title 5
1035 Public Affairs	Nonclinical	Title 5
1040 Language Specialist	Nonclinical	Title 5
1060 Photography	Nonclinical	Title 5
1071 Audiovisual Production	Nonclinical	Title 5
1082 Writing and Editing	Nonclinical	Title 5
1083 Technical Writing and Editing	Nonclinical	Title 5
1084 Visual Information	Nonclinical	Title 5
1087 Editorial Assistance	Nonclinical	Title 5
1099 Information and Arts Student Trainee	Nonclinical	Title 5
1101 General Business and Industry	Nonclinical	Title 5
1102 Contracting	Nonclinical	Title 5
1104 Property Disposal	Nonclinical	Title 5
1105 Purchasing	Nonclinical	Title 5
1106 Procurement Clerical and Technician	Nonclinical	Title 5
1107 Property Disposal Clerical and Technician	Nonclinical	Title 5
1109 Grants Management	Nonclinical	Title 5
1160 Financial Analysis	Nonclinical	Title 5
1170 Realty	Nonclinical	Title 5
1173 Housing Management	Nonclinical	Title 5

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
1176 Building Management	Nonclinical	Title 5
1199 Business and Industry Student Trainee	Nonclinical	Title 5
1301 General Physical Science	Clinical	Title 5
1306 Health Physics	Clinical	Title 5
1310 Physics	Clinical	Title 5
1311 Physical Science Technician	Clinical	Title 5
1320 Chemistry	Clinical	Title 5
1410 Librarian	Nonclinical	Title 5
1411 Library Technician	Nonclinical	Title 5
1412 Technical Information Services	Nonclinical	Title 5
1515 Operations Research	Nonclinical	Title 5
1520 Mathematics	Nonclinical	Title 5
1529 Mathematical Statistician	Nonclinical	Title 5
1530 Statistician	Nonclinical	Title 5
1531 Statistical Assistant	Nonclinical	Title 5
1550 Computer Science	Nonclinical	Title 5
1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	Nonclinical	Title 38 Hybrid
1601 General Facilities and Equipment (Title 5)	Nonclinical	Title 5
1603 Equipment, Facilities, and Service Assistance	Nonclinical	Title 5
1640 Facility Management	Nonclinical	Title 5
1654 Printing Management	Nonclinical	Title 5

**Table B.1. Occupational Series and VHA Assignment
Codes Included in the Survey (continued)**

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
1658 Laundry and Dry Cleaning Plant Management	Nonclinical	Title 5
1667 Steward	Nonclinical	Title 5
1670 Equipment Specialist	Nonclinical	Title 5
1699 Equipment and Facilities Management Student Trainee	Nonclinical	Title 5
1701 General Education and Training	Nonclinical	Title 5
1702 Education and Training Technician	Nonclinical	Title 5
1712 Training Instruction	Nonclinical	Title 5
1715 Vocational Rehabilitation	Clinical	Title 5
1720 Education Program	Nonclinical	Title 5
1725 Public Health Educator	Nonclinical	Title 5
1740 Education Services	Nonclinical	Title 5
1750 Instructional Systems	Nonclinical	Title 5
1810 General Investigating	Nonclinical	Title 5
1811 Criminal Investigating	Nonclinical	Title 5
1910 Quality Assurance	Nonclinical	Title 5
2001 General Supply	Nonclinical	Title 5
2003 Supply Program Management	Nonclinical	Title 5
2005 Supply Clerical and Technician	Nonclinical	Title 5
2010 Inventory Management	Nonclinical	Title 5
2030 Distribution Facilities and Storage Management	Nonclinical	Title 5
2091 Sales Store Clerical	Nonclinical	Title 5

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
2099 Supply Student Trainee	Nonclinical	Title 5
2101 Transportation Specialist	Nonclinical	Title 5
2102 Transportation Clerk and Assistant	Nonclinical	Title 5
2130 Traffic Management	Nonclinical	Title 5
2151 Dispatching	Nonclinical	Title 5
2210 Information Technology Management	Nonclinical	Title 5
2299 Information Technology Student Trainee	Nonclinical	Title 5
2502 Telecommunications Mechanic	Nonclinical	Wage Grade [‡]
2604 Electronics Mechanic	Nonclinical	Wage Grade
2606 Electronic Industrial Controls Mechanic	Nonclinical	Wage Grade
2608 Digital Computer Mechanic	Nonclinical	Wage Grade
2610 Electronic Integrated Systems Mechanic	Nonclinical	Wage Grade
2614 Electronics Mechanic (Abolished)	Nonclinical	Wage Grade
2805 Electrician	Nonclinical	Wage Grade
2810 Electrician (High Voltage)	Nonclinical	Wage Grade
2854 Electrical Equipment Repairer	Nonclinical	Wage Grade
3111 Sewing Machine Operating	Nonclinical	Wage Grade
3359 Instrument Mechanic	Nonclinical	Wage Grade
3414 Machining	Nonclinical	Wage Grade
3502 Laboring	Nonclinical	Wage Grade
3511 Laboratory Working	Nonclinical	Wage Grade

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
3566 Custodial Worker	Nonclinical	Wage Grade
3601 Miscellaneous Structural & Finishing Work	Nonclinical	Wage Grade
3603 Masonry	Nonclinical	Wage Grade
3604 Tile Setting	Nonclinical	Wage Grade
3605 Plastering	Nonclinical	Wage Grade
3610 Insulating	Nonclinical	Wage Grade
3703 Welding	Nonclinical	Wage Grade
3806 Sheet Metal Mechanic	Nonclinical	Wage Grade
4010 Prescription Eyeglass Making	Nonclinical	Wage Grade
4101 Painting & Paper Hanging	Nonclinical	Wage Grade
4102 Painting	Nonclinical	Wage Grade
4104 Sign Painting	Nonclinical	Wage Grade
4204 Pipefitting	Nonclinical	Wage Grade
4206 Plumbing	Nonclinical	Wage Grade
4352 Plastic Fabricating	Nonclinical	Wage Grade
4605 Wood Crafting	Nonclinical	Wage Grade
4607 Carpenter	Nonclinical	Wage Grade
4701 Miscellaneous General Maintenance and Operations Work	Nonclinical	Wage Grade
4737 General Equipment Mechanic	Nonclinical	Wage Grade
4742 Utility Systems Repairer-Operator	Nonclinical	Wage Grade
4749 Maintenance Mechanic	Nonclinical	Wage Grade

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
4801 Miscellaneous General Equipment Maintenance	Nonclinical	Wage Grade
4804 Locksmithing	Nonclinical	Wage Grade
4805 Medical Equipment Repairing	Nonclinical	Wage Grade
5003 Gardening	Nonclinical	Wage Grade
5026 Pest Controller	Nonclinical	Wage Grade
5048 Animal Caretaking	Nonclinical	Wage Grade
5301 Miscellaneous Industrial Equipment Maintenance	Nonclinical	Wage Grade
5306 Air Conditioning Equipment Mechanic	Nonclinical	Wage Grade
5309 Heating and Boiler Plant Equipment Mechanic	Nonclinical	Wage Grade
5313 Elevator Mechanic	Nonclinical	Wage Grade
5317 Laundry and Dry Cleaning Equipment Repairing	Nonclinical	Wage Grade
5352 Industrial Equipment Mechanic	Nonclinical	Wage Grade
5378 Powered Support Systems Mechanic	Nonclinical	Title 5
5402 Boiler Plant Operator	Nonclinical	Wage Grade
5406 Utility Systems Operator	Nonclinical	Wage Grade
5407 Electric Power Controlling	Nonclinical	Title 5
5408 Wastewater Treatment Plant Operator	Nonclinical	Wage Grade
5409 Water Treatment Plant Operator	Nonclinical	Wage Grade
5415 Air-Conditioning Equipment Operator	Nonclinical	Wage Grade
5703 Motor Vehicle Operator	Nonclinical	Wage Grade
5705 Tractor Operator	Nonclinical	Wage Grade

Table B.1. Occupational Series and VHA Assignment Codes Included in the Survey (continued)

Occupation ^a	Clinical/ Nonclinical	Hiring Authority
5716 Engineering Equipment Operating	Nonclinical	Wage Grade
5803 Heavy Mobile Equipment Mechanic	Nonclinical	Wage Grade
5806 Mobile Equipment Servicing	Nonclinical	Wage Grade
5823 Automotive Mechanic	Nonclinical	Wage Grade
6904 Tools and Parts Attending	Nonclinical	Wage Grade
6907 Materials Handler	Nonclinical	Wage Grade
6913 Hazardous Waste Disposer	Nonclinical	Wage Grade
7301 Miscellaneous Laundry, Dry Cleaning, and Pressing	Nonclinical	Wage Grade
7304 Laundry Working	Nonclinical	Wage Grade
7305 Laundry Machine Operating	Nonclinical	Wage Grade
7401 Miscellaneous Food Preparation and Serving	Nonclinical	Wage Grade
7404 Cook	Nonclinical	Wage Grade
7408 Food Service Worker	Nonclinical	Wage Grade
7601 Miscellaneous Personal Services	Nonclinical	Wage Grade

Source: 2020 OIG determination of VHA staffing shortages survey

^a The * denotes assignment codes within the Medical Officer occupational series; the † denotes assignment codes within the Nurse occupational series;

‡ Wage Grade refers to the pay plan for the given Federal Wage System occupation, regulated under Title 5.

Appendix C: Facility-Specific Severe Occupational Staffing Shortages

In reading the tables in this appendix, please note the following:

- The Medical Center Director for each facility is the source of this information.
- The OIG did not assess the validity of VHA's data.
- 0602 Medical Officer and associated VHA assignment codes are identified with an *.
- 0610 Nurse and associated VHA assignment codes are identified with a †.
- The information in the column titled "Number of Staff in this Occupation as of December 31, 2019" should be reviewed with prudence. While these numbers provide context, there is variability in how facilities account for this information and therefore cannot be used to draw comparisons among facilities.

Table C.1. Shortages and Rankings for the Togus VA Medical Center in Augusta, Maine (VISN 1, Station 402)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	Q6 RN/Staff-Inpatient Community Living Center†	45	1
	CQ RN Staff- Inpatient Mental Health†	8	2
	88 RN Staff Nurse-Inpatient†	29	3
	CM RN Staff-Critical Care†	17	4
	CS RN Staff- Outpatient Mental Health†	13	5
	Q1 RN/Staff-Outpatient†	113	6
	0620 Practical Nurse	36	7
	0660 Pharmacist	37	8
	75 NP-Primary Care†	7	9
	P1 Primary Care*	38	10

Table C.1. Shortages and Rankings for the Togus VA Medical Center in Augusta, Maine (VISN 1, Station 402) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	8	11
	31 Psychiatry*	11	12
	CR RN Staff- Emergency Dept/Urgent Care†	5	13
	0647 Diagnostic Radiologic Technologist	33	14
	CW RN Staff- Peri-Op†	20	15
	E6 Cardiology Non-Interventionist*	5	16
	1 Anesthesiology*	4	17
	7 Orthopedic Surgery*	4	18
	12 Urology*	2	19
	38 Radiology-Diagnostic*	4	20
	G5 RN Facility Admin†	21	21
	M2 RN/Case Manager/Care†	12	22
	30 Neurology*	1	23
	26 Pulmonary Diseases*	4	24
	6 Ophthalmology*	3	25
	51 Chief of Staff*	0	26
	S7 RN/Resident†	2	27
	CZ NP-Medical Specialty†	7	29
	74 RN, Infection Control†	1	30
	CY NP-Geriatrics†	3	31

Table C.1. Shortages and Rankings for the Togus VA Medical Center in Augusta, Maine (VISN 1, Station 402) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	2 Surgery*	3	32
	27 Nephrology*	1	33
	87 RN, Manager/Head Nurse†	23	34
	Q4 RN Clinical Nurse Lead†	2	35
	J4 RN/Assistant Manager/Perm Change†	2	36
	M1 RN, Administrative/Discharge Coordinator†	1	37
	R3 Hematology/Oncology*	2	38
	16 Emergency Medicine*	8	39
	25 Gastroenterology*	5	40
	43 Pathology*	2	41
	DA NP-Surgical Special†	2	42
	N5 NP-Other†	2	43
	44 Physical Medicine & Rehabilitation*	3	44
	S4 RN/Wound Care Spect†	1	45
	80 RN/Nurse Executive†	1	46
	E8 Deputy Nurse Executive†	1	47
	40 Geriatrics*	6	48
	45 Radiology-Interventional*	1	49
	86 RN, Shift Supervisor†	6	50
	G6 RN/Program Manager/Coordinator†	4	51

Table C.1. Shortages and Rankings for the Togus VA Medical Center in Augusta, Maine (VISN 1, Station 402) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	3 Gynecology*	1	52
	28 Rheumatology*	1	53
	8 Otolaryngology*	1	54
	13 Physiatry*	1	55
	53 Associate Chief of Staff-Education*	1	56
	R4 Vascular Surgery*	1	57
	29 Endocrine and Metabolism*	1	58
	20 Dermatology*	2	59
	K6 Hospitalist*	13	60
	Q7 Charge Nurse†	3	61
	S5 RN, IV Therapy†	4	62
	S2 RN Informatics†	2	63
	85 RN Educator†	1	64
	71 RN, Recruiter†	0	65
	CV RN Staff-Interventional†	7	66
	Q3 RN-Telephone Triage†	6	67
	E9 Compensation/Pension*	1	69
Nonclinical	0801 General Engineering	4	28
	2210 Information Technology Management	14	68

Table C.2. Shortages and Rankings for the White River Junction VA Medical Center in Vermont (VISN 1, Station 405)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0610 Nurse†	258	1
	P1 Primary Care*	4	2
	R3 Hematology/Oncology*	0	4
	30 Neurology*	1	5
	CR RN Staff- Emergency Dept/Urgent Care†	8	7
	75 NP-Primary Care†	14	11
	1 Anesthesiology*	5	12
	87 RN, Manager/Head Nurse†	13	13
	88 RN Staff Nurse-Inpatient†	40	14
	20 Dermatology*	2	15
	CM RN Staff-Critical Care†	11	16
	CW RN Staff- Peri-Op†	30	17
	0060 Chaplain	2	18
	0602 Medical Officer*	115	19
	0601 General Health Science/Registered Respiratory Therapist	9	27
	0620 Practical Nurse	29	29
Nonclinical	0801 General Engineering	5	3
	5306 Air Conditioning Equipment Mechanic	3	6
	0343 Management and Program Analysis	6	8
	0622 Medical Supply Aide and Technician	11	9

Table C.2. Shortages and Rankings for the White River Junction VA Medical Center in Vermont (VISN 1, Station 405) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	3566 Custodial Worker	42	10
	0083 Police	12	20
	0086 Security Clerical and Assistance	7	21
	0089 Emergency Management	0	22
	0201 Human Resources Management	16	23
	0203 Human Resources Assistance	6	24
	0308 Records and Information Management	0	25
	0341 Administrative Officer	5	26
	4204 Pipefitting	2	28
	0679 Medical Support Assistance	109	30
	0810 Civil Engineering	0	31
	0819 Environmental Engineering	0	32
	0830 Mechanical Engineering	0	33
	0850 Electrical Engineering	0	34
	0856 Electronics Technician	1	35
	1105 Purchasing	3	36
	2604 Electronics Mechanic	0	37

Table C.3. Shortages and Rankings for the Edith Nourse Rogers Memorial Veterans' Hospital in Bedford, Massachusetts (VISN 1, Station 518)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	21 General Internal Medicine*	12	1
	40 Geriatrics*	1	2
	P1 Primary Care*	6	3
	31 Psychiatry*	19	5
Nonclinical	3566 Custodial Worker	59	4

Table C.4. Shortages and Rankings for the Jamaica Plain VA Medical Center in Boston, Massachusetts (VISN 1, Station 523)³¹

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0649 Medical Instrument Technician	49	1
	0640 Health Aid and Technician (Title 5)	52	3
	0661 Pharmacy Technician	44	5
	0680 Dental Officer	12	7
	0647 Diagnostic Radiologic Technologist	58	9
	P1 Primary Care*	NA	11
	31 Psychiatry*	42	12
	1 Anesthesiology*	19	13
	G9 Radiation Oncology*	4	14
	45 Radiology-Interventional*	1	15
	87 RN, Manager/Head Nurse†	30	16
	S1 RN/Polytrauma Rehab†	58	17
	88 RN Staff Nurse-Inpatient†	115	18
	CV RN Staff-Interventional†	13	19
	S2 RN Informatics†	4	20
Nonclinical	0801 General Engineering	15	2
	2805 Electrician	7	4
	7408 Food Service Worker	75	6

³¹ Medical Center Directors were instructed to enter “NA” for occupations which they did not hire for, and “0” for occupations which they did hire for but had no staff onboard as of 12/31/2019. The OIG confirmed with the facility that while they did not hire for the occupation designated as “NA,” they viewed it as a severe staffing shortage.

Table C.4. Shortages and Rankings for the Jamaica Plain VA Medical Center in Boston, Massachusetts (VISN 1, Station 523)³¹ (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	5306 Air Conditioning Equipment Mechanic	19	8
	0560 Budget Analysis	12	10

Table C.5. Shortages and Rankings for the Manchester VA Medical Center in New Hampshire (VISN 1, Station 608)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0621 Nursing Assistant	25	1
	31 Psychiatry*	8	2
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	2	3
	41 Pain Management/Anesthesia*	0	5
	CS RN Staff- Outpatient Mental Health†	7	6
	Q6 RN/Staff-Inpatient Community Living Center†	16	7
	8 Otolaryngology*	0	8
Nonclinical	0622 Medical Supply Aide and Technician	7	4
	5402 Boiler Plant Operator	6	9
	0083 Police	10	10
	0675 Medical Records Technician	4	11

Table C.6. Shortages and Rankings for the Edward P. Boland VA Medical Center in Leeds, Massachusetts (VISN 1, Station 631)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0610 Nurse†	167	1
	88 RN Staff Nurse-Inpatient†	40	2
	0620 Practical Nurse	38	3
	0621 Nursing Assistant	53	4

Table C.7. Shortages and Rankings for the Providence VA Medical Center in Rhode Island (VISN 1, Station 650)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	163	1
	1 Anesthesiology*	2	2
	P1 Primary Care*	33	3
	31 Psychiatry*	21	4
	75 NP-Primary Care†	7	5
	0605 Nurse Anesthetist	5	6
	6 Ophthalmology*	11	7
	0610 Nurse†	367	8
	2 Surgery*	9	9
	0620 Practical Nurse	24	10
	Q1 RN/Staff-Outpatient†	42	11
	38 Radiology-Diagnostic*	1	12
	0644 Medical Technologist	23	13
	0649 Medical Instrument Technician	20	14
	0640 Health Aid and Technician/Telehealth	1	19
	0646 Pathology Technician (Title 5)	0	20
	87 RN, Manager/Head Nurse†	20	21
	0647 Diagnostic Radiologic Technologist	23	23
	0060 Chaplain	2	26
	0645 Medical Technician	8	28

Table C.7. Shortages and Rankings for the Providence VA Medical Center in Rhode Island (VISN 1, Station 650) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Nonclinical	0675 Medical Records Technician	14	15
	0201 Human Resources Management	18	16
	7408 Food Service Worker	19	17
	0203 Human Resources Assistance	5	18
	0622 Medical Supply Aide and Technician	7	22
	0858 Biomedical Engineering	6	24
	3566 Custodial Worker	78	25
	7404 Cook	6	27

Table C.8. Shortages and Rankings for the West Haven VA Medical Center in Connecticut (VISN 1, Station 689)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	None	NA	NA
Nonclinical	None	NA	NA

Table C.9. Shortages and Rankings for the James J. Peters VA Medical Center in Bronx, New York (VISN 2, Station 526)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	45 Radiology-Interventional*	2	1
	7 Orthopedic Surgery*	5	2
	P1 Primary Care*	10	3
	G9 Radiation Oncology*	1	4
	CW RN Staff- Peri-Op†	18	5
	S4 RN/Wound Care Spect†	3	6
	CQ RN Staff- Inpatient Mental Health†	14	7
	74 RN, Infection Control†	1	8
	Q2 RN/Staff-Mixed†	11	9
	0647 Diagnostic Radiologic Technologist	19	12
	0644 Medical Technologist	29	13
Nonclinical	0801 General Engineering	7	10
	0622 Medical Supply Aide and Technician	12	11
	0675 Medical Records Technician	12	14
	4204 Pipefitting	2	15
	5406 Utility Systems Operator	13	16
	5306 Air Conditioning Equipment Mechanic	7	17

Table C.10. Shortages and Rankings for the Buffalo VA Medical Center in New York (VISN 2, Station 528)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	11	1
	0610 Nurse†	485	2
	0060 Chaplain	2	10
	0630 Dietitian and Nutritionist	14	12
	CQ RN Staff- Inpatient Mental Health†	20	13
Nonclinical	0018 Safety and Occupational Health Management	3	3
	0679 Medical Support Assistance	146	4
	0801 General Engineering	9	5
	7404 Cook	6	6
	1105 Purchasing	4	7
	2805 Electrician	4	8
	7408 Food Service Worker	54	9
	3566 Custodial Worker	86	11

Table C.11. Shortages and Rankings for the Finger Lakes Health Care System in Bath, New York (VISN 2, Station 528A6)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	Q6 RN/Staff-Inpatient Community Living Center†	43	1
	P1 Primary Care*	17	2
	31 Psychiatry*	8	5
	0644 Medical Technologist	11	6
	N1 NP/Long Term Care†	9	8
Nonclinical	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	5	3
	3566 Custodial Worker	72	4
	0801 General Engineering	6	7
	0260 Equal Employment Opportunity	1	9
	5703 Motor Vehicle Operator	19	10

Table C.12. Shortages and Rankings for the Syracuse VA Medical Center in New York (VISN 2, Station 528A7)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	1715 Vocational Rehabilitation	1	1
	0610 Nurse†	447	4
	0605 Nurse Anesthetist	4	5
	0644 Medical Technologist	32	6
	0601 General Health Science/Registered Respiratory Therapist	17	7
Nonclinical	0858 Biomedical Engineering	0	2
	0083 Police	20	3
	5306 Air Conditioning Equipment Mechanic	6	8
	6907 Materials Handler	5	9
	2805 Electrician	8	10

Table C.13. Shortages and Rankings for the Samuel S. Stratton VA Medical Center in Albany, New York (VISN 2, Station 528A8)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	185	1
	7 Orthopedic Surgery*	3	2
	26 Pulmonary Diseases*	5	3
	12 Urology*	9	4
	1 Anesthesiology*	8	5
	K6 Hospitalist*	8	6
	0610 Nurse†	319	7
	CR RN Staff- Emergency Dept/Urgent Care†	24	8
	Q6 RN/Staff-Inpatient Community Living Center†	12	9
	88 RN Staff Nurse-Inpatient†	53	10
	87 RN, Manager/Head Nurse†	16	11
	0605 Nurse Anesthetist	3	12
	0647 Diagnostic Radiologic Technologist	21	13
	0648 Therapeutic Radiologic Technologist	10	14
	0644 Medical Technologist	29	15
	0621 Nursing Assistant	91	16
	0620 Practical Nurse	48	17
	1306 Health Physics	0	20
Nonclinical	0083 Police	15	18
	0801 General Engineering	7	19

Table C.13. Shortages and Rankings for the Samuel S. Stratton VA Medical Center in Albany, New York (VISN 2, Station 528A8)
(continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	5402 Boiler Plant Operator	4	21
	2805 Electrician	4	22

Table C.14. Shortages and Rankings for the East Orange VA Medical Center in New Jersey (VISN 2, Station 561)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0646 Pathology Technician/Histopathology	0	4
	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant	1	5
	8 Otolaryngology*	1	6
	31 Psychiatry*	37	7
	20 Dermatology*	3	11
Nonclinical	0801 General Engineering	7	1
	5408 Wastewater Treatment Plant Operator	1	2
	5402 Boiler Plant Operator	10	3
	0081 Fire Protection and Prevention	31	8
	0083 Police	41	9
	4206 Plumbing	3	10
	5306 Air Conditioning Equipment Mechanic	9	12

Table C.15. Shortages and Rankings for the Franklin Delano Roosevelt Hospital in Montrose, New York (VISN 2, Station 620)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0621 Nursing Assistant	86	1
	0644 Medical Technologist	17	2
	0610 Nurse†	184	4
	0647 Diagnostic Radiologic Technologist	7	5
	0660 Pharmacist	30	9
Nonclinical	0560 Budget Analysis	2	3
	5306 Air Conditioning Equipment Mechanic	7	6
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	2	7
	0525 Accounting Technician	0	8
	0679 Medical Support Assistance	87	10

Table C.16. Shortages and Rankings for the Manhattan VA Medical Center in New York, New York (VISN 2, Station 630)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	R4 Vascular Surgery*	1	4
	E4 Cardiovascular/Thoracic Surgeon*	0	5
	0605 Nurse Anesthetist	5	6
	7 Orthopedic Surgery*	3	8
	41 Pain Management/Anesthesia*	2	9
	G9 Radiation Oncology*	1	10
	16 Emergency Medicine*	14	11
	32 Anatomic Pathology*	1	12
	P8 Dep Chief Of Staff*	0	13
	CB Anesthesiology Pain Management*	1	14
	CF Dermatology Mohs*	4	15
	E5 Neurosurgery*	1	16
	K6 Hospitalist*	9	17
	K8 Critical Care*	3	18
	K9 Mohs Surgery*	4	19
	51 Chief of Staff*	1	20
	Q9 Sleep Medicine*	2	21
	0603 Physician's Assistant	21	23
	0647 Diagnostic Radiologic Technologist	32	24
	0644 Medical Technologist	58	25

Table C.16. Shortages and Rankings for the Manhattan VA Medical Center in New York, New York (VISN 2, Station 630) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Nonclinical	0083 Police	87	1
	2805 Electrician	13	2
	4206 Plumbing	0	3
	5402 Boiler Plant Operator	13	7
	0801 General Engineering	16	22

Table C.17. Shortages and Rankings for the Northport VA Medical Center in New York (VISN 2, Station 632)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0621 Nursing Assistant	162	1
	88 RN Staff Nurse-Inpatient†	46	2
	0620 Practical Nurse	75	6
	0647 Diagnostic Radiologic Technologist	16	7
	Q6 RN/Staff-Inpatient Community Living Center†	37	8
	0649 Medical Instrument Technician	19	11
	1715 Vocational Rehabilitation	7	13
	CS RN Staff- Outpatient Mental Health†	14	14
	G6 RN/Program Manager/Coordinator†	1	15
	DA NP-Surgical Special†	1	18
	Q3 RN-Telephone Triage†	9	20
Nonclinical	0679 Medical Support Assistance	120	3
	7408 Food Service Worker	44	4
	0675 Medical Records Technician	12	5
	0622 Medical Supply Aide and Technician	10	9
	0802 Engineering Technician	1	10
	0801 General Engineering	10	12
	0858 Biomedical Engineering	0	16
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	5	17
	2805 Electrician	8	19

Table C.18. Shortages and Rankings for the Wilmington VA Medical Center in Delaware (VISN 4, Station 460)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	89	1
	0610 Nurse†	239	2
	0620 Practical Nurse	58	3
	0649 Medical Instrument Technician	10	4
	0644 Medical Technologist	19	5
	0661 Pharmacy Technician	13	7
	0681 Dental Assistant	7	9
Nonclinical	0083 Police	15	6
	0671 Health System Specialist	8	8
	0672 Prosthetic Representative	1	10
	0303 Miscellaneous Clerk and Assistant	7	11
	0203 Human Resources Assistance	0	12

Table C.19. Shortages and Rankings for the James E. Van Zandt VA Medical Center in Altoona, Pennsylvania (VISN 4, Station 503)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	27	1
	12 Urology*	0	2
	38 Radiology-Diagnostic*	1	3
	0610 Nurse†	177	4
	N1 NP/Long Term Care†	5	5
	75 NP-Primary Care†	10	6
	0180 Psychology	8	7
	86 RN, Shift Supervisor†	4	8
	88 RN Staff Nurse-Inpatient†	21	9
	Q6 RN/Staff-Inpatient Community Living Center†	14	10
	0633 Physical Therapist	8	12
	0645 Medical Technician	3	13
Nonclinical	0083 Police	20	11
	0671 Health System Specialist	3	14
	2805 Electrician	1	15
	0305 Mail and File	2	16

Table C.20. Shortages and Rankings for the Butler VA Medical Center in Pennsylvania (VISN 4, Station 529A4)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	0	1
	P1 Primary Care*	5	2
Nonclinical	0801 General Engineering	1	3
	0018 Safety and Occupational Health Management	1	4

Table C.21. Shortages and Rankings for the Coatesville VA Medical Center in Pennsylvania (VISN 4, Station 542)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	12	1
	44 Physical Medicine & Rehabilitation*	2	2
	40 Geriatrics*	2	3
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	1	4
	CU RN Staff- Domiciliary†	8	5
	75 NP-Primary Care†	4	6
	N1 NP/Long Term Care†	2	7
	Q6 RN/Staff-Inpatient Community Living Center†	2	8
	0620 Practical Nurse	97	9
	0621 Nursing Assistant	59	10
	0661 Pharmacy Technician	15	11
	0647 Diagnostic Radiologic Technologist	9	12
Nonclinical	0801 General Engineering	5	13
	0305 Mail and File	3	14
	7408 Food Service Worker	65	15
	3566 Custodial Worker	68	16
	0679 Medical Support Assistance	81	17

Table C.22. Shortages and Rankings for the Erie VA Medical Center in Pennsylvania (VISN 4, Station 562)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	None	NA	NA
Nonclinical	None	NA	NA

Table C.23. Shortages and Rankings for Lebanon VA Medical Center in Pennsylvania (VISN 4, Station 595)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	15	1
	P1 Primary Care*	29	2
	12 Urology*	3	3
	0649 Medical Instrument Technician	17	4
	0610 Nurse†	318	5
	0603 Physician's Assistant	24	6
	75 NP-Primary Care†	9	8
	1 Anesthesiology*	6	9
	7 Orthopedic Surgery*	5	10
	8 Otolaryngology*	2	11
	26 Pulmonary Diseases*	3	12
	K8 Critical Care*	2	13
Nonclinical	0858 Biomedical Engineering	1	7
	2606 Electronic Industrial Controls Mechanic	1	14
	0801 General Engineering	4	15
	0669 Medical Records Administration	1	16
	0675 Medical Records Technician	40	17
	0089 Emergency Management	1	18

Table C.24. Shortages and Rankings for Corporal Michael J. Crescenz VA Medical Center in Philadelphia, Pennsylvania (VISN 4, Station 642)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	341	1
	0660 Pharmacist	54	2
	31 Psychiatry*	46	3
	K6 Hospitalist*	29	4
	25 Gastroenterology*	9	5
	30 Neurology*	11	6
	R3 Hematology/Oncology*	6	7
	CV RN Staff-Interventional†	20	8
	CQ RN Staff- Inpatient Mental Health†	20	9
	CZ NP-Medical Specialty†	21	10
	0649 Medical Instrument Technician	33	12
Nonclinical	0622 Medical Supply Aide and Technician	28	11
	0801 General Engineering	6	13
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	10	14
	5306 Air Conditioning Equipment Mechanic	7	15
	4607 Carpenter	3	16
	0671 Health System Specialist	11	17
	0679 Medical Support Assistance	217	18
	5402 Boiler Plant Operator	6	19
	5415 Air-Conditioning Equipment Operator	6	20

**Table C.25. Shortages and Rankings for Pittsburgh VA Medical Center-
University Drive in Pennsylvania (VISN 4, Station 646)**

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	33	1
	25 Gastroenterology*	8	2
	K6 Hospitalist*	19	3
	16 Emergency Medicine*	13	4
	2 Surgery*	14	5
	6 Ophthalmology*	10	6
	1 Anesthesiology*	12	7
	7 Orthopedic Surgery*	5	9
	9 Plastic Surgery*	3	10
	E4 Cardiovascular/Thoracic Surgeon*	0	11
	12 Urology*	3	12
	38 Radiology-Diagnostic*	8	13
	0180 Psychology	71	14
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	10	15
	88 RN Staff Nurse-Inpatient†	177	19
	CQ RN Staff- Inpatient Mental Health†	45	20
	0644 Medical Technologist	42	22
	0649 Medical Instrument Technician	31	24
	0620 Practical Nurse	118	25

**Table C.25. Shortages and Rankings for Pittsburgh VA Medical Center-
University Drive in Pennsylvania (VISN 4, Station 646) (continued)**

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Nonclinical	0083 Police	52	8
	3566 Custodial Worker	213	16
	0801 General Engineering	4	17
	0675 Medical Records Technician	34	18
	5306 Air Conditioning Equipment Mechanic	18	21
	4804 Locksmithing	3	23
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	15	26
	2805 Electrician	11	27
	1008 Interior Design	1	28
	0622 Medical Supply Aide and Technician	31	29

Table C.26. Shortages and Rankings for Wilkes-Barre VA Medical Center in Pennsylvania (VISN 4, Station 693)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	111	1
	0610 Nurse†	262	2
	0180 Psychology	17	3
	0603 Physician's Assistant	22	4
	0644 Medical Technologist	27	5
Nonclinical	5306 Air Conditioning Equipment Mechanic	6	6
	2805 Electrician	5	7
	3566 Custodial Worker	67	8
	7408 Food Service Worker	35	9
	0675 Medical Records Technician	14	10

Table C.27. Shortages and Rankings for Baltimore VA Medical Center in Maryland (VISN 5, Station 512)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	P1 Primary Care*	30	1
	31 Psychiatry*	33	2
	0180 Psychology	80	3
	0661 Pharmacy Technician	32	4
	0649 Medical Instrument Technician	20	5
	11 Thoracic Surgery*	0	6
	R4 Vascular Surgery*	0	7
	75 NP-Primary Care†	8	8
	74 RN, Infection Control†	3	9
	E5 Neurosurgery*	1	10
	P9 Orthopedic*	0	11
	0646 Pathology Technician (Title 5)	1	13
	0644 Medical Technologist	42	14
	0645 Medical Technician	19	15
	0646 Pathology Technician/Histopathology	2	17
	0647 Diagnostic Radiologic Technologist	40	18
	0648 Therapeutic Radiologic Technologist	5	20
	27 Nephrology*	9	21
	30 Neurology*	20	22
	45 Radiology-Interventional*	1	23

Table C.27. Shortages and Rankings for Baltimore VA Medical Center in Maryland (VISN 5, Station 512) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	CF Dermatology Mohs*	0	24
	61 ACOS/Quality Assurance*	0	25
	0601 General Health Science/Genetic Counselor	0	31
	7 Orthopedic Surgery*	0	32
	0601 General Health Science/Registered Respiratory Therapist	18	34
	0667 Orthotist and Prosthetist	3	35
	9 Plastic Surgery*	1	37
Nonclinical	0679 Medical Support Assistance	243	12
	0083 Police	50	16
	1105 Purchasing	7	19
	0201 Human Resources Management	22	26
	2010 Inventory Management	28	27
	0403 Microbiology	4	28
	7404 Cook	28	29
	2005 Supply Clerical and Technician	22	30
	0672 Prosthetic Representative	3	33

Table C.28. Shortages and Rankings for Beckley VA Medical Center in West Virginia (VISN 5, Station 517)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	32	1
	25 Gastroenterology*	0	2
	0180 Psychology	1	3
	40 Geriatrics*	2	4
	0610 Nurse†	144	5
	88 RN Staff Nurse-Inpatient†	16	6
	CM RN Staff-Critical Care†	10	7
	CR RN Staff- Emergency Dept/Urgent Care†	14	8
	0645 Medical Technician	9	10
	6 Ophthalmology*	0	11
	31 Psychiatry*	2	13
	16 Emergency Medicine*	6	14
	2 Surgery*	1	15
	1 Anesthesiology*	1	16
	K6 Hospitalist*	2	17
	CT RN Staff- Women's Health Clinic†	1	18
	Q6 RN/Staff-Inpatient Community Living Center†	10	19
	8 Otolaryngology*	0	20
	26 Pulmonary Diseases*	1	21
	27 Nephrology*	1	22

Table C.28. Shortages and Rankings for Beckley VA Medical Center in West Virginia (VISN 5, Station 517) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	20 Dermatology*	1	23
	7 Orthopedic Surgery*	1	24
	4 Pain Management/Physical Medicine and Rehabilitation*	1	25
	R3 Hematology/Oncology*	1	26
	21 General Internal Medicine*	7	27
	12 Urology*	1	28
	38 Radiology-Diagnostic*	2	29
	CA Cardiology Non-Invasive*	1	30
	CB Anesthesiology Pain Management*	2	31
	51 Chief of Staff*	0	32
	59 Associate COS Ambulatory Care*	1	33
	DB NP-Joint Med/Surg†	2	34
	33 Clinical Pathology*	0	35
	M2 RN/Case Manager/Care†	18	36
	S4 RN/Wound Care Spec†	1	37
Nonclinical	0201 Human Resources Management	7	9
	5402 Boiler Plant Operator	6	12

Table C.29. Shortages and Rankings for the Louis A. Johnson VA Medical Center in Clarksburg, West Virginia (VISN 5, Station 540)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	71	1
	5 Medical Oncology*	0	2
	25 Gastroenterology*	0	3
	12 Urology*	2	4
	20 Dermatology*	0	5
	31 Psychiatry*	6	6
	0185 Social Work	50	7
Nonclinical	0083 Police	12	8
	0675 Medical Records Technician	13	9

Table C.30. Shortages and Rankings for the Hershel "Woody" Williams VA Medical Center in Huntington, West Virginia (VISN 5, Station 581)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	R3 Hematology/Oncology*	0	1
	CA Cardiology Non-Invasive*	1	2
	M9 Cardiology-Interventional*	1	3
	12 Urology*	1	4
	29 Endocrine and Metabolism*	1	5
	CC Pain Management*	0	6
	8 Otolaryngology*	2	7
	25 Gastroenterology*	1	8
	R4 Vascular Surgery*	1	9
	9 Plastic Surgery*	1	10
	2 Surgery*	3	11
	7 Orthopedic Surgery*	2	12
	16 Emergency Medicine*	8	13
	0668 Podiatrist	2	14
	0644 Medical Technologist	18	16
Nonclinical	0622 Medical Supply Aide and Technician	16	15

Table C.31. Shortages and Rankings for the Martinsburg VA Medical Center in West Virginia (VISN 5, Station 613)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0644 Medical Technologist	21	2
Nonclinical	0858 Biomedical Engineering	0	1

Table C.32. Shortages and Rankings for the Washington, DC VA Medical Center (VISN 5, Station 688)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Nonclinical	0083 Police	31	1

Table C.33. Shortages and Rankings for the Durham VA Medical Center in North Carolina (VISN 6, Station 558)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	P1 Primary Care*	51	1
	N9 Cardiac Electrophysiology*	5	2
	31 Psychiatry*	48	3
	E6 Cardiology Non-Interventionist*	1	4
	G9 Radiation Oncology*	1	5
	E5 Neurosurgery*	3	6
	16 Emergency Medicine*	18	7
	CA Cardiology Non-Invasive*	10	8
	R3 Hematology/Oncology*	10	9
	1 Anesthesiology*	17	10
	7 Orthopedic Surgery*	9	11
	Q6 RN/Staff-Inpatient Community Living Center†	48	12
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	8	13
	25 Gastroenterology*	17	14
	30 Neurology*	18	15
	10 Colon & Rectal Surgery*	1	16
	6 Ophthalmology*	14	17
	20 Dermatology*	8	18
	45 Radiology-Interventional*	6	19
	M9 Cardiology-Interventional*	5	21

Table C.33. Shortages and Rankings for the Durham VA Medical Center in North Carolina (VISN 6, Station 558) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	0602 Medical Officer*	431	22
	2 Surgery*	13	23
	47 Research-Career Development*	2	24
	82 RN, Senior Leadership†	8	25
	88 RN Staff Nurse-Inpatient†	140	26
	0180 Psychology	98	27
	0620 Practical Nurse	118	28
	0621 Nursing Assistant	134	29
	0644 Medical Technologist	48	30
	0647 Diagnostic Radiologic Technologist	56	31
	0649 Medical Instrument Technician	58	32
	12 Urology*	11	36
	0645 Medical Technician	32	37
	0610 Nurse†	901	38
	S2 RN Informatics†	8	39
	S4 RN/Wound Care Spec†	1	40
	74 RN, Infection Control†	1	41
	77 RN, Researcher/Doctor†	1	42
	51 Chief of Staff*	1	43
	11 Thoracic Surgery*	3	44

Table C.33. Shortages and Rankings for the Durham VA Medical Center in North Carolina (VISN 6, Station 558) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	9 Plastic Surgery*	4	45
	8 Otolaryngology*	5	46
Nonclinical	0679 Medical Support Assistance	363	20
	0858 Biomedical Engineering	2	33
	0083 Police	27	34
	0346 Logistics Management	4	35
	2805 Electrician	3	47

Table C.34. Shortages and Rankings for the Fayetteville VA Medical Center in North Carolina (VISN 6, Station 565)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	28	1
	26 Pulmonary Diseases*	2	2
	20 Dermatology*	0	3
	38 Radiology-Diagnostic*	8	4
	8 Otolaryngology*	0	5
	CB Anesthesiology Pain Management*	0	6
	6 Ophthalmology*	1	7

Table C.35. Shortages and Rankings for the Hampton VA Medical Center in Virginia (VISN 6, Station 590)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	CQ RN Staff- Inpatient Mental Health†	10	1
	25 Gastroenterology*	1	2
	31 Psychiatry*	27	3
	0180 Psychology	57	4
	0660 Pharmacist	49	5
	51 Chief of Staff*	0	6
	12 Urology*	1	7
	20 Dermatology*	1	8
	40 Geriatrics*	1	9
	CE Palliative Care*	0	10
	R3 Hematology/Oncology*	2	11
	R4 Vascular Surgery*	2	12
	16 Emergency Medicine*	1	13
	0644 Medical Technologist	18	14
	0630 Dietitian and Nutritionist	11	15
Nonclinical	0083 Police	20	16
	0675 Medical Records Technician	14	17
	0801 General Engineering	6	18
	3566 Custodial Worker	98	19
	7408 Food Service Worker	27	20

Table C.36. Shortages and Rankings for the Charles George VA Medical Center in Asheville, North Carolina (VISN 6, Station 637)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	14	1
	0602 Medical Officer*	172	2
	M9 Cardiology-Interventional*	4	3
	E6 Cardiology Non-Interventionist*	1	4
	0620 Practical Nurse	134	5
	20 Dermatology*	1	6
	45 Radiology-Interventional*	1	7
	0621 Nursing Assistant	108	8
	Q6 RN/Staff-Inpatient Community Living Center†	27	9
	P1 Primary Care*	36	10
	75 NP-Primary Care†	6	13
	0640 Health Aid and Technician (Title 5)	41	15
Nonclinical	0083 Police	24	11
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	8	12
	3566 Custodial Worker	60	14
	0801 General Engineering	4	16
	7408 Food Service Worker	36	17

Table C.37. Shortages and Rankings for the Hunter Holmes McGuire Hospital in Richmond, Virginia (VISN 6, Station 652)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	28	1
	0180 Psychology	69	4
	R3 Hematology/Oncology*	4	5
	0185 Social Work	138	6
Nonclinical	0679 Medical Support Assistance	306	2
	3566 Custodial Worker	146	3

Table C.38. Shortages and Rankings for the Salem VA Medical Center in Virginia (VISN 6, Station 658)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	25 Gastroenterology*	3	1
	Q6 RN/Staff-Inpatient Community Living Center†	20	2
	P1 Primary Care*	15	4
	CM RN Staff-Critical Care†	33	5
	CQ RN Staff- Inpatient Mental Health†	26	7
	31 Psychiatry*	25	9
	0610 Nurse†	403	10
	0620 Practical Nurse	117	12
	16 Emergency Medicine*	7	13
	Q1 RN/Staff-Outpatient†	34	15
	0603 Physician's Assistant	31	16
	K6 Hospitalist*	12	17
	0602 Medical Officer*	143	18
	J4 RN/Assistant Manager/Perm Change†	11	19
	0665 Speech Pathology and Audiology	9	20
Nonclinical	0801 General Engineering	6	3
	3566 Custodial Worker	82	6
	4204 Pipefitting	4	8
	5306 Air Conditioning Equipment Mechanic	4	11
	0083 Police	12	14

Table C.38. Shortages and Rankings for the Salem VA Medical Center in Virginia (VISN 6, Station 658) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	0301 Miscellaneous Administration and Program	20	21

Table C.39. Shortages and Rankings for the W.G. (Bill) Hefner Salisbury VA Medical Center in Salisbury, North Carolina (VISN 6, Station 659)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	42	1
Nonclinical	3566 Custodial Worker	75	2

Table C.40. Shortages and Rankings for the Atlanta VA Medical Center in Decatur, Georgia (VISN 7, Station 508)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	None	NA	NA
Nonclinical	None	NA	NA

Table C.41. Shortages and Rankings for the Charlie Norwood VA Medical Center in Augusta, Georgia (VISN 7, Station 509)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	P1 Primary Care*	32	1
	31 Psychiatry*	14	2
	R3 Hematology/Oncology*	1	3
	S4 RN/Wound Care Spect†	3	4
	CA Cardiology Non-Invasive*	1	5
	K6 Hospitalist*	6	6
	7 Orthopedic Surgery*	1	7
Nonclinical	0801 General Engineering	3	8

Table C.42. Shortages and Rankings for the Birmingham VA Medical Center in Alabama (VISN 7, Station 521)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	88 RN Staff Nurse-Inpatient†	251	1
	16 Emergency Medicine*	9	2
	Q9 Sleep Medicine*	1	3
	12 Urology*	6	4
	E4 Cardiovascular/Thoracic Surgeon*	2	5

Table C.43. Shortages and Rankings for the Ralph H. Johnson VA Medical Center in Charleston, South Carolina (VISN 7, Station 534)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	47	1
	0180 Psychology	81	2
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	16	3
	25 Gastroenterology*	3	4
	5 Medical Oncology*	1	5
	40 Geriatrics*	5	6
	41 Pain Management/Anesthesia*	3	7
	0646 Pathology Technician/Histopathology	5	8
	0601 General Health Science (Title 5)	59	21
	0644 Medical Technologist	34	22
	0645 Medical Technician	4	23
Nonclinical	0701 Veterinary Medical Science	1	9
	0704 Animal Health Technician	4	10
	0801 General Engineering	14	11
	0854 Computer Engineering	3	12
	0858 Biomedical Engineering	9	13
	1105 Purchasing	19	14
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	9	15
	1530 Statistician	3	16

Table C.43. Shortages and Rankings for the Ralph H. Johnson VA Medical Center in Charleston, South Carolina (VISN 7, Station 534) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	1035 Public Affairs	1	17
	4742 Utility Systems Repairer-Operator	5	18
	4749 Maintenance Mechanic	12	19
	5306 Air Conditioning Equipment Mechanic	5	20
	0404 Biological Science Technician	3	24
	0391 Telecommunications	2	25

Table C.44. Shortages and Rankings for the Wm. Jennings Bryan Dorn VA Medical Center in Columbia, South Carolina (VISN 7, Station 544)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	221	1
	N5 NP-Other†	24	2
	0610 Nurse†	647	3
	0620 Practical Nurse	160	4
	Q6 RN/Staff-Inpatient Community Living Center†	22	5
	0180 Psychology	49	7
	0185 Social Work	146	8
	0644 Medical Technologist	42	9
	0647 Diagnostic Radiologic Technologist	45	10
	0660 Pharmacist	122	11
	0680 Dental Officer	17	14
	0681 Dental Assistant	15	15
Nonclinical	0083 Police	29	6
	0679 Medical Support Assistance	281	12
	3566 Custodial Worker	118	13

Table C.45. Shortages and Rankings for the Carl Vinson VA Medical Center in Dublin, Georgia (VISN 7, Station 557)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	75	1
	21 General Internal Medicine*	13	2
	31 Psychiatry*	11	3
	40 Geriatrics*	1	4
	49 Family Practice*	14	5
	P1 Primary Care*	6	6
	0610 Nurse†	287	7
	75 NP-Primary Care†	13	8
	88 RN Staff Nurse-Inpatient†	76	9
	CU RN Staff- Domiciliary†	11	10
	M2 RN/Case Manager/Care†	17	11
	0180 Psychology	22	13
	0185 Social Work	67	14
	0620 Practical Nurse	123	17
	0621 Nursing Assistant	139	18
	0662 Optometrist	6	19
Nonclinical	0083 Police	17	12
	0505 Financial Management	1	15
	0679 Medical Support Assistance	125	20
	3566 Custodial Worker	49	21

Table C.46. Shortages and Rankings for the Central Alabama VA Medical Center-Montgomery in Alabama (VISN 7, Station 619)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	10	1
	P1 Primary Care*	26	2
	26 Pulmonary Diseases*	1	4
	0180 Psychology	29	5
	0630 Dietitian and Nutritionist	20	10
	0645 Medical Technician	15	11
	0644 Medical Technologist	25	12
Nonclinical	3566 Custodial Worker	106	3
	0083 Police	39	6
	7404 Cook	6	7
	7408 Food Service Worker	21	8

Table C.47. Shortages and Rankings for the Tuscaloosa VA Medical Center in Alabama (VISN 7, Station 679)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	34	1
	K6 Hospitalist*	1	2
	P1 Primary Care*	8	3
	31 Psychiatry*	11	4
	41 Pain Management/Anesthesia*	0	5
	63 General Practice*	1	6
	0620 Practical Nurse	85	7
	S4 RN/Wound Care Spect†	1	8
	0631 Occupational Therapist	3	9
	0633 Physical Therapist	6	14
	0180 Psychology	21	20
Nonclinical	0201 Human Resources Management	9	10
	0801 General Engineering	6	11
	3566 Custodial Worker	47	12
	0679 Medical Support Assistance	75	13
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	2	15
	0669 Medical Records Administration	1	16
	0083 Police	14	17
	4749 Maintenance Mechanic	6	18
	5402 Boiler Plant Operator	5	19

Table C.48. Shortages and Rankings for the C.W. Bill Young VA Medical Center in Bay Pines, Florida (VISN 8, Station 516)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	26	1
	63 General Practice*	84	2
	K6 Hospitalist*	28	3
	G9 Radiation Oncology*	2	4
	16 Emergency Medicine*	16	5
	30 Neurology*	4	6
	20 Dermatology*	4	7
	26 Pulmonary Diseases*	6	8
	12 Urology*	5	9
	0610 Nurse†	947	11
	75 NP-Primary Care†	8	12
Nonclinical	25 Gastroenterology*	9	13
	88 RN Staff Nurse-Inpatient†	157	14
	CM RN Staff-Critical Care†	50	15
	CQ RN Staff- Inpatient Mental Health†	28	16
	CJ Resource/Float Pool†	13	17
	CR RN Staff- Emergency Dept/Urgent Care†	31	18
	CS RN Staff- Outpatient Mental Health†	26	19
	CU RN Staff- Domiciliary†	14	20

Table C.48. Shortages and Rankings for the C.W. Bill Young VA Medical Center in Bay Pines, Florida (VISN 8, Station 516)
(continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	CW RN Staff- Peri-Op†	60	21
	CV RN Staff-Interventional†	27	22
	G5 RN Facility Admin†	24	23
	N1 NP/Long Term Care†	16	24
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	11	25
	N5 NP-Other†	21	26
	Q1 RN/Staff-Outpatient†	117	27
	Q6 RN/Staff-Inpatient Community Living Center†	52	28
	0660 Pharmacist	142	29
	0603 Physician's Assistant	16	30
Nonclinical	0675 Medical Records Technician	43	10

Table C.49. Shortages and Rankings for the Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	R3 Hematology/Oncology*	1	3
	P1 Primary Care*	36	4
	0640 Health Aid and Technician (Title 5)	52	5
	CW RN Staff- Peri-Op†	23	6
	0620 Practical Nurse	130	7
	12 Urology*	5	10
	CB Anesthesiology Pain Management*	4	11
	0648 Therapeutic Radiologic Technologist	2	12
	82 RN, Senior Leadership†	7	15
	80 RN/Nurse Executive†	1	16
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	6	22
Nonclinical	3566 Custodial Worker	109	1
	0622 Medical Supply Aide and Technician	17	2
	5306 Air Conditioning Equipment Mechanic	7	8
	0858 Biomedical Engineering	1	9
	4204 Pipefitting	2	13
	1601 General Facilities and Equipment (Title 5)	0	14
	4742 Utility Systems Repairer-Operator	11	17
	0855 Electronics Engineering	0	18

Table C.49. Shortages and Rankings for the Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)

(continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	0830 Mechanical Engineering	0	19
	0850 Electrical Engineering	1	20
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	9	21

Table C.50. Shortages and Rankings for the West Palm Beach VA Medical Center in Florida (VISN 8, Station 548)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	23	1
	74 RN, Infection Control†	3	2
	CW RN Staff- Peri-Op†	27	4
	CV RN Staff-Interventional†	28	5
Nonclinical	3566 Custodial Worker	96	3

Table C.51. Shortages and Rankings for the Malcom Randall VA Medical Center in Gainesville, Florida (VISN 8, Station 573)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	CM RN Staff-Critical Care†	66	1
	CR RN Staff- Emergency Dept/Urgent Care†	55	2
	CW RN Staff- Peri-Op†	56	3
	CS RN Staff- Outpatient Mental Health†	23	4
	31 Psychiatry*	53	5
	E4 Cardiovascular/Thoracic Surgeon*	3	6
	P1 Primary Care*	74	7
	0620 Practical Nurse	223	8
	0180 Psychology	82	9
	0647 Diagnostic Radiologic Technologist	105	13
	1 Anesthesiology*	17	14
	12 Urology*	8	15
	20 Dermatology*	4	16
Nonclinical	0801 General Engineering	5	10
	0850 Electrical Engineering	1	11
	0858 Biomedical Engineering	1	12

Table C.52. Shortages and Rankings for the San Juan VA Medical Center in Puerto Rico (VISN 8, Station 672)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	11 Thoracic Surgery*	0	1
	E4 Cardiovascular/Thoracic Surgeon*	0	2
	7 Orthopedic Surgery*	9	3
	G9 Radiation Oncology*	0	4
	K8 Critical Care*	6	5
	27 Nephrology*	3	6
	M9 Cardiology-Interventional*	2	7
	0601 General Health Science/Therapeutic Medical Physicist	29	8
	0620 Practical Nurse	363	9
	0648 Therapeutic Radiologic Technologist	3	10
	44 Physical Medicine & Rehabilitation*	26	11
	0640 Health Aid and Technician/Certified Respiratory Therapist	20	14
	0660 Pharmacist	96	15
Nonclinical	0201 Human Resources Management	30	12
	0505 Financial Management	1	13

Table C.53. Shortages and Rankings for the James A. Haley Veterans' Hospital in Tampa, Florida (VISN 8, Station 673)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0644 Medical Technologist	67	2
	0605 Nurse Anesthetist	27	4
	0667 Orthotist and Prosthetist	7	6
	0647 Diagnostic Radiologic Technologist	89	8
	0621 Nursing Assistant	257	9
	P1 Primary Care*	32	11
	CR RN Staff- Emergency Dept/Urgent Care†	61	12
	E4 Cardiovascular/Thoracic Surgeon*	3	13
	88 RN Staff Nurse-Inpatient†	313	14
	8 Otolaryngology*	3	15
	Q6 RN/Staff-Inpatient Community Living Center†	59	16
	40 Geriatrics*	8	17
	CW RN Staff- Peri-Op†	68	18
	E5 Neurosurgery*	1	19
	CQ RN Staff- Inpatient Mental Health†	42	20
Nonclinical	5703 Motor Vehicle Operator	20	1
	1105 Purchasing	16	3
	0675 Medical Records Technician	47	5
	0801 General Engineering	12	7
	7404 Cook	16	10

Table C.54. Shortages and Rankings for the Orlando VA Medical Center in Florida (VISN 8, Station 675)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	87 RN, Manager/Head Nurse†	41	1
	0620 Practical Nurse	192	3
	31 Psychiatry*	50	6
	P1 Primary Care*	84	7
	12 Urology*	4	8
	CQ RN Staff- Inpatient Mental Health†	43	9
	G9 Radiation Oncology*	2	10
	Q6 RN/Staff-Inpatient Community Living Center†	53	11
	25 Gastroenterology*	6	12
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	8	13
Nonclinical	0679 Medical Support Assistance	403	2
	0201 Human Resources Management	33	4
	0341 Administrative Officer	25	5
	3566 Custodial Worker	149	14

Table C.55. Shortages and Rankings for the Franklin R. Sousley Campus in Lexington, Kentucky (VISN 9, Station 596)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0649 Medical Instrument Technician	36	1
	38 Radiology-Diagnostic*	30	3
	0631 Occupational Therapist	4	4
	0644 Medical Technologist	39	5
	CR RN Staff- Emergency Dept/Urgent Care†	34	6
	CM RN Staff-Critical Care†	26	7
	88 RN Staff Nurse-Inpatient†	88	8
	20 Dermatology*	1	9
	40 Geriatrics*	3	10
Nonclinical	0675 Medical Records Technician	152	2

Table C.56. Shortages and Rankings for the Robley Rex VA Medical Center in Louisville, Kentucky (VISN 9, Station 603)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0620 Practical Nurse	81	Did not Rank
	0621 Nursing Assistant	49	Did not Rank
	0681 Dental Assistant	7	Did not Rank
	M9 Cardiology-Interventional*	2	1
	31 Psychiatry*	20	2
	25 Gastroenterology*	8	3
	30 Neurology*	1	4
	8 Otolaryngology*	3	5
	74 RN, Infection Control†	2	6
	87 RN, Manager/Head Nurse†	24	7
	N5 NP-Other†	11	8
	S4 RN/Wound Care Spect†	2	9
	S2 RN Informatics†	1	10
Nonclinical	0318 Secretary	9	Did not Rank
	0622 Medical Supply Aide and Technician	19	Did not Rank

Table C.57. Shortages and Rankings for the Memphis VA Medical Center in Tennessee (VISN 9, Station 614)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	19	1
	M9 Cardiology-Interventional*	2	2
	33 Clinical Pathology*	2	3
	25 Gastroenterology*	5	4
	16 Emergency Medicine*	13	5
	CM RN Staff-Critical Care†	44	6
	88 RN Staff Nurse-Inpatient†	159	7
	CR RN Staff- Emergency Dept/Urgent Care†	31	8
	CQ RN Staff- Inpatient Mental Health†	22	9
	0649 Medical Instrument Technician	32	11
	0647 Diagnostic Radiologic Technologist	39	12
	0645 Medical Technician	19	13
	0644 Medical Technologist	33	14
	0601 General Health Science/Registered Respiratory Therapist	31	15
	0603 Physician's Assistant	5	16
Nonclinical	4749 Maintenance Mechanic	2	17
	2805 Electrician	2	18
	0525 Accounting Technician	4	19
	0083 Police	23	20
	0675 Medical Records Technician	10	21

Table C.58. Shortages and Rankings for the James H. Quillen VA Medical Center in Mountain Home, Tennessee (VISN 9, Station 621)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	P1 Primary Care*	9	1
	25 Gastroenterology*	7	2
	31 Psychiatry*	25	3
	20 Dermatology*	1	4
	12 Urology*	3	5
	75 NP-Primary Care†	53	6
	Q1 RN/Staff-Outpatient†	42	7
	Q6 RN/Staff-Inpatient Community Living Center†	39	8
	CM RN Staff-Critical Care†	35	9
	0620 Practical Nurse	138	10
	0180 Psychology	57	11
	0640 Health Aid and Technician (Title 5)	26	12
	0660 Pharmacist	68	13
	88 RN Staff Nurse-Inpatient†	120	19
	0621 Nursing Assistant	120	20
	0602 Medical Officer*	194	21
Nonclinical	3566 Custodial Worker	85	14
	0083 Police	25	15
	0858 Biomedical Engineering	0	16

Table C.58. Shortages and Rankings for the James H. Quillen VA Medical Center in Mountain Home, Tennessee (VISN 9, Station 621) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	7408 Food Service Worker	48	17
	2805 Electrician	2	18

Table C.59. Shortages and Rankings for the Nashville VA Medical Center in Tennessee (VISN 9, Station 626)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0610 Nurse†	1032	1
	0661 Pharmacy Technician	50	2
	0602 Medical Officer*	320	3
	0620 Practical Nurse	240	4
	0644 Medical Technologist	72	5
Nonclinical	0083 Police	60	6
	0201 Human Resources Management	0	7
	0203 Human Resources Assistance	0	8
	0544 Civilian Pay	7	9
	3566 Custodial Worker	142	10

Table C.60. Shortages and Rankings for the Ann Arbor VA Medical Center in Michigan (VISN 10, Station 506)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	24	1
	88 RN Staff Nurse-Inpatient†	61	3
	CM RN Staff-Critical Care†	37	4
	CW RN Staff- Peri-Op†	29	5
	16 Emergency Medicine*	10	6
	18 Hematology*	1	7
	25 Gastroenterology*	16	8
Nonclinical	0083 Police	13	2
	3566 Custodial Worker	88	9

Table C.61. Shortages and Rankings for the Battle Creek VA Medical Center in Michigan (VISN 10, Station 515)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	13	1
	0621 Nursing Assistant	144	2

Table C.62. Shortages and Rankings for the Chillicothe VA Medical Center in Ohio (VISN 10, Station 538)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	9	1
	CY NP-Geriatrics†	1	2
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	10	3
	CQ RN Staff- Inpatient Mental Health†	17	4
	CZ NP-Medical Specialty†	7	5
	CA Cardiology Non-Invasive*	1	6
	82 RN, Senior Leadership†	4	7
	N5 NP-Other†	4	8
	CJ Resource/Float Pool†	4	9

Table C.63. Shortages and Rankings for the Cincinnati VA Medical Center in Ohio (VISN 10, Station 539)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0644 Medical Technologist	28	1
	26 Pulmonary Diseases*	9	3
Nonclinical	3566 Custodial Worker	76	2

Table C.64. Shortages and Rankings for the Louis Stokes Cleveland VA Medical Center in Cleveland, Ohio (VISN 10, Station 541)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	363	1
	31 Psychiatry*	44	2
	67 Oral Surgery*	0	3
	K6 Hospitalist*	24	4
	R3 Hematology/Oncology*	7	5
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	17	6
	0603 Physician's Assistant	34	7
	0647 Diagnostic Radiologic Technologist	84	8
	0648 Therapeutic Radiologic Technologist	10	9
	0649 Medical Instrument Technician	68	10
	0180 Psychology	110	11
	0601 General Health Science/Therapeutic Medical Physicist	2	12
	0644 Medical Technologist	65	16
	0620 Practical Nurse	279	17
	0060 Chaplain	17	20
Nonclinical	0083 Police	32	13
	0201 Human Resources Management	24	14
	0675 Medical Records Technician	35	15
	7408 Food Service Worker	94	18
	3566 Custodial Worker	153	19

**Table C.65. Shortages and Rankings for the Dayton VA Medical Center in Ohio
(VISN 10, Station 552)**

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	26 Pulmonary Diseases*	4	1
	25 Gastroenterology*	2	2
	K8 Critical Care*	1	3
	M9 Cardiology-Interventional*	3	4
	E6 Cardiology Non-Interventionist*	2	5
	31 Psychiatry*	12	6
	30 Neurology*	3	7
	12 Urology*	1	8
	16 Emergency Medicine*	4	9
	7 Orthopedic Surgery*	1	10
	4 Pain Management/Physical Medicine and Rehabilitation*	1	11
	45 Radiology-Interventional*	1	12

Table C.66. Shortages and Rankings for the John D. Dingell VA Medical Center in Detroit, Michigan (VISN 10, Station 553)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0648 Therapeutic Radiologic Technologist	6	1
	31 Psychiatry*	19	2
	1 Anesthesiology*	4	3
	R4 Vascular Surgery*	1	4
	12 Urology*	6	5
	CE Palliative Care*	1	6
	0640 Health Aid and Technician/Certified Respiratory Therapist	7	7
	6 Ophthalmology*	9	8
	88 RN Staff Nurse-Inpatient†	185	9
	0605 Nurse Anesthetist	8	10
	11 Thoracic Surgery*	2	11
	10 Colon & Rectal Surgery*	2	12
	0649 Medical Instrument Technician	49	13
	0644 Medical Technologist	28	15
	Q9 Sleep Medicine*	2	16
	0640 Health Aid and Technician (Title 5)	40	17
	0601 General Health Science/Registered Respiratory Therapist	21	18
	0645 Medical Technician	10	19
	0651 Respiratory Therapist	18	21

Table C.66. Shortages and Rankings for the John D. Dingell VA Medical Center in Detroit, Michigan (VISN 10, Station 553)
(continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	P1 Primary Care*	22	22
	0601 General Health Science/Therapeutic Medical Physicist	1	23
	S4 RN/Wound Care Spect†	1	24
	0633 Physical Therapist	8	25
	0660 Pharmacist	51	26
	17 Retinal Surgery*	0	27
	0662 Optometrist	15	28
	0665 Speech Pathology and Audiology	12	29
	0683 Dental Laboratory Aid and Technician	3	30
	0682 Dental Hygiene	3	31
	0680 Dental Officer	13	35
	0681 Dental Assistant	8	36
	3 Gynecology*	3	37
	7 Orthopedic Surgery*	5	38
	26 Pulmonary Diseases*	7	39
	0646 Pathology Technician/Histopathology	4	40
	21 General Internal Medicine*	11	41
	8 Otolaryngology*	4	42
	9 Plastic Surgery*	2	46

Table C.66. Shortages and Rankings for the John D. Dingell VA Medical Center in Detroit, Michigan (VISN 10, Station 553)
(continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	82 RN, Senior Leadership†	4	47
Nonclinical	0505 Financial Management	1	14
	0083 Police	26	20
	0511 Auditing	0	32
	3566 Custodial Worker	95	33
	2010 Inventory Management	9	34
	7408 Food Service Worker	24	43
	5703 Motor Vehicle Operator	10	44
	7404 Cook	11	45

Table C.67. Shortages and Rankings for the Marion VA Medical Center in Indiana (VISN 10, Station 610)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0620 Practical Nurse	108	1
	0602 Medical Officer*	77	2
	31 Psychiatry*	6	3
	Q6 RN/Staff-Inpatient Community Living Center†	37	4
	Q9 Sleep Medicine*	0	5
	P1 Primary Care*	9	6
	K6 Hospitalist*	6	7
	CA Cardiology Non-Invasive*	3	8
	21 General Internal Medicine*	13	9
	R3 Hematology/Oncology*	1	10
	49 Family Practice*	2	11
	20 Dermatology*	0	12
	0621 Nursing Assistant	110	13
	29 Endocrine and Metabolism*	0	16
Nonclinical	0801 General Engineering	6	14
	3566 Custodial Worker	80	15

Table C.68. Shortages and Rankings for the Marion VA Medical Center in Indiana (VISN 10, Station 610)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	16 Emergency Medicine*	15	1
	K6 Hospitalist*	19	2
	CA Cardiology Non-Invasive*	1	3
	31 Psychiatry*	24	4
	E4 Cardiovascular/Thoracic Surgeon*	2	5
	E6 Cardiology Non-Interventionist*	1	6
	7 Orthopedic Surgery*	2	7
	45 Radiology-Interventional*	2	8
	CQ RN Staff- Inpatient Mental Health†	17	9
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	9	10
Nonclinical	0083 Police	19	11
	0801 General Engineering	6	12
	0858 Biomedical Engineering	4	13
	0201 Human Resources Management	30	14

Table C.69. Shortages and Rankings for the Aleda E. Lutz VA Medical Center in Saginaw, Michigan (VISN 10, Station 655)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	None	NA	NA
Nonclinical	None	NA	NA

Table C.70. Shortages and Rankings for the Chalmers P. Wylie Veterans Outpatient Clinic in Columbus, Ohio (VISN 10, Station 757)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	None	NA	NA
Nonclinical	None	NA	NA

Table C.71. Shortages and Rankings for the Jesse Brown VA Medical Center in Chicago, Illinois (VISN 12, Station 537)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0605 Nurse Anesthetist	7	1
	CM RN Staff-Critical Care†	44	2
	1 Anesthesiology*	12	3
	30 Neurology*	10	5
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	10	12
	N8 Clinical Nurse Specialist – Mental Health/Substance Use Disorder†	1	13
	0640 Health Aid and Technician (Title 5)	23	15
	12 Urology*	8	16
	0180 Psychology	55	17
	43 Pathology*	3	18
	E5 Neurosurgery*	2	19
	0631 Occupational Therapist	8	20
Nonclinical	0675 Medical Records Technician	28	4
	0089 Emergency Management	1	6
	0083 Police	44	7
	0201 Human Resources Management	9	8
	3566 Custodial Worker	120	9
	7304 Laundry Working	0	10
	5306 Air Conditioning Equipment Mechanic	7	11

Table C.71. Shortages and Rankings for the Jesse Brown VA Medical Center in Chicago, Illinois (VISN 12, Station 537)
(continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	0260 Equal Employment Opportunity	2	14
	0669 Medical Records Administration	3	21
	0018 Safety and Occupational Health Management	4	22
	0028 Environmental Protection Specialist	1	23
	5026 Pest Controller	0	24

Table C.72. Shortages and Rankings for the Danville VA Medical Center in Illinois (VISN 12, Station 550)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	25 Gastroenterology*	1	1
	38 Radiology-Diagnostic*	1	2
	31 Psychiatry*	12	3
	0180 Psychology	25	4
	K6 Hospitalist*	3	6
	0667 Orthotist and Prosthetist	4	7
	0644 Medical Technologist	18	8
	0662 Optometrist	6	9
Nonclinical	0801 General Engineering	4	5

Table C.73. Shortages and Rankings for the James A. Lovell Federal Health Care Center in North Chicago, Illinois (VISN 12, Station 556)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	CA Cardiology Non-Invasive*	1	2
Nonclinical	0801 General Engineering	9	1
	0083 Police	25	3

Table C.74. Shortages and Rankings for the Edward Hines Junior Hospital in Hines, Illinois (VISN 12, Station 578)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	88 RN Staff Nurse-Inpatient†	192	1
	CJ Resource/Float Pool†	31	2
	CM RN Staff-Critical Care†	79	3
	CP RN Staff- Progressive Care†	23	4
	CR RN Staff- Emergency Dept/Urgent Care†	24	5
	CS RN Staff- Outpatient Mental Health†	19	6
	CZ NP-Medical Specialty†	15	7
	DA NP-Surgical Special†	13	8
	G5 RN Facility Admin†	13	9
	G6 RN/Program Manager/Coordinator†	1	10
	G7 RN, Admin/Other†	9	11
	J4 RN/Assistant Manager/Perm Change†	8	12
	M2 RN/Case Manager/Care†	105	13
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	2	14
	Q6 RN/Staff-Inpatient Community Living Center†	68	15
	Q8 Health Informatics*	0	17
	31 Psychiatry*	43	18
	23 Allergy & Immunology*	1	19
Nonclinical	0083 Police	55	16

Table C.75. Shortages and Rankings for the Oscar G. Johnson VA Medical Facility in Iron Mountain, Michigan (VISN 12, Station 585)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	P1 Primary Care*	7	1

Table C.76. Shortages and Rankings for the William S. Middleton Memorial Veterans' Hospital in Madison, Wisconsin (VISN 12, Station 607)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	223	1
	P1 Primary Care*	10	2
	0610 Nurse†	551	3
	75 NP-Primary Care†	16	4
	1 Anesthesiology*	8	5
	0620 Practical Nurse	68	6
	0649 Medical Instrument Technician	25	7
	0621 Nursing Assistant	123	8
	Q1 RN/Staff-Outpatient†	54	9
	K6 Hospitalist*	15	10
	31 Psychiatry*	19	11
	25 Gastroenterology*	7	12
	88 RN Staff Nurse-Inpatient†	65	13
	CM RN Staff-Critical Care†	42	14
	CW RN Staff- Peri-Op†	55	15
Nonclinical	7408 Food Service Worker	16	16
	0675 Medical Records Technician	27	17
	0622 Medical Supply Aide and Technician	18	18
	3566 Custodial Worker	69	19
	0201 Human Resources Management	0	20

Table C.77. Shortages and Rankings for the Tomah VA Medical Center in Wisconsin (VISN 12, Station 676)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	P1 Primary Care*	1	1
	0602 Medical Officer*	35	2
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	2	3
	0180 Psychology	19	4
	Q6 RN/Staff-Inpatient Community Living Center†	64	5
	0620 Practical Nurse	40	6
	0621 Nursing Assistant	146	7
	0610 Nurse†	306	8
	CQ RN Staff- Inpatient Mental Health†	7	9
	CU RN Staff- Domiciliary†	12	10
	Q1 RN/Staff-Outpatient†	49	11
	21 General Internal Medicine*	13	12
	57 Physician-Admin, Other*	0	13
	K6 Hospitalist*	3	14
	75 NP-Primary Care†	14	15

Table C.78. Shortages and Rankings for the Clement J. Zablocki VA Medical Center in Milwaukee, Wisconsin (VISN 12, Station 695)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	32	1
	0647 Diagnostic Radiologic Technologist	50	5
	1306 Health Physics	1	8
Nonclinical	0801 General Engineering	7	2
	0675 Medical Records Technician	26	3
	0622 Medical Supply Aide and Technician	40	4
	0201 Human Resources Management	110	6
	0679 Medical Support Assistance	299	7

Table C.79. Shortages and Rankings for the Kansas City VA Medical Center in Missouri (VISN 15, Station 589)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0610 Nurse†	606	1
	0602 Medical Officer*	154	2
	88 RN Staff Nurse-Inpatient†	117	3
	CQ RN Staff- Inpatient Mental Health†	10	4
	31 Psychiatry*	14	5
	0644 Medical Technologist	34	6
	CV RN Staff-Interventional†	40	7
	0647 Diagnostic Radiologic Technologist	37	8
	0649 Medical Instrument Technician	31	9
	30 Neurology*	4	10
	E5 Neurosurgery*	1	14
	CS RN Staff- Outpatient Mental Health†	5	15
	CM RN Staff-Critical Care†	48	16
Nonclinical	0675 Medical Records Technician	27	11
	0622 Medical Supply Aide and Technician	15	12
	3566 Custodial Worker	110	13
	1105 Purchasing	11	17
	2010 Inventory Management	16	18

Table C.80. Shortages and Rankings for the Harry S. Truman Memorial Veterans' Hospital in Columbia, Missouri (VISN 15, Station 589A4)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Nonclinical	0622 Medical Supply Aide and Technician	23	1

Table C.81. Shortages and Rankings for the Colmery-O'Neil VA Medical Center in Topeka, Kansas (VISN 15, Station 589A5)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	16	1
	0180 Psychology	36	2
	16 Emergency Medicine*	8	3
	K6 Hospitalist*	9	4
	0644 Medical Technologist	22	5
	88 RN Staff Nurse-Inpatient†	40	6
	P1 Primary Care*	12	7
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	11	10
	0645 Medical Technician	15	11
	0649 Medical Instrument Technician	20	14
	0631 Occupational Therapist	9	15
	0633 Physical Therapist	13	16
	0060 Chaplain	3	24
	CM RN Staff-Critical Care†	18	25
Nonclinical	0801 General Engineering	10	8
	0083 Police	24	9
	5309 Heating and Boiler Plant Equipment Mechanic	4	12
	5402 Boiler Plant Operator	9	13
	0622 Medical Supply Aide and Technician	10	17

**Table C.81. Shortages and Rankings for the Colmery-O'Neil VA Medical Center
in Topeka, Kansas (VISN 15, Station 589A5)**

(continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	0201 Human Resources Management	20	18
	0341 Administrative Officer	11	19
	4204 Pipefitting	5	20
	0501 Financial Administration and Program	3	21
	0503 Financial Clerical and Assistance	1	22
	0675 Medical Records Technician	17	23

Table C.82. Shortages and Rankings for the Robert J. Dole VA Medical and Regional Office Center in Wichita, Kansas (VISN 15, Station 589A7)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0667 Orthotist and Prosthetist	1	1
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	4	2
	30 Neurology*	0	4
Nonclinical	0083 Police	21	3
	0679 Medical Support Assistance	108	5
	0858 Biomedical Engineering	0	6
	7408 Food Service Worker	15	7
	1105 Purchasing	6	8
	0801 General Engineering	3	9
	3566 Custodial Worker	56	10

Table C.83. Shortages and Rankings for the John Cochran Veterans Hospital in St. Louis, Missouri (VISN 15, Station 657)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0644 Medical Technologist	46	1
	0645 Medical Technician	29	2
	0649 Medical Instrument Technician	47	3
	88 RN Staff Nurse-Inpatient†	145	6
	0621 Nursing Assistant	136	7
	0640 Health Aid and Technician (Title 5)	57	8
	0601 General Health Science/Registered Respiratory Therapist	31	9
Nonclinical	7408 Food Service Worker	70	4
	0544 Civilian Pay	8	5
	3566 Custodial Worker	168	10
	0679 Medical Support Assistance	305	11

Table C.84. Shortages and Rankings for the John J. Pershing VA Medical Center in Poplar Bluff, Missouri (VISN 15, Station 657A4)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	30	1
	31 Psychiatry*	3	2
	P1 Primary Care*	16	3
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	3	4
	N5 NP-Other†	1	5
	51 Chief of Staff*	1	6
	25 Gastroenterology*	2	7
	12 Urology*	2	9
	K6 Hospitalist*	2	10
	E6 Cardiology Non-Interventionist*	1	11
	CA Cardiology Non-Invasive*	2	12
Nonclinical	3566 Custodial Worker	24	8

Table C.85. Shortages and Rankings for the Marion VA Medical Center in Illinois (VISN 15, Station 657A5)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	122	1
	12 Urology*	1	2
	38 Radiology-Diagnostic*	4	3
	74 RN, Infection Control†	2	4
	0601 General Health Science/Blind Rehab	1	5
	0180 Psychology	6	7
	25 Gastroenterology*	3	9
	6 Ophthalmology*	0	10
	0060 Chaplain	5	11
Nonclinical	0858 Biomedical Engineering	0	6
	0083 Police	18	8

Table C.86. Shortages and Rankings for the Alexandria VA Medical Center in Pineville, Louisiana (VISN 16, Station 502)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0605 Nurse Anesthetist	3	1
	0610 Nurse†	219	2
	0602 Medical Officer*	60	3
	P1 Primary Care*	6	4
	CW RN Staff- Peri-Op†	2	5
	CQ RN Staff- Inpatient Mental Health†	1	6
	Q6 RN/Staff-Inpatient Community Living Center†	31	8
	31 Psychiatry*	10	9
	0647 Diagnostic Radiologic Technologist	10	10
	0630 Dietitian and Nutritionist	13	17
Nonclinical	0622 Medical Supply Aide and Technician	8	7
	0081 Fire Protection and Prevention	11	11
	0083 Police	22	12
	3566 Custodial Worker	45	13
	4742 Utility Systems Repairer-Operator	2	14
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	5	15
	0801 General Engineering	5	16

Table C.87. Shortages and Rankings for the Biloxi VA Medical Center in Mississippi (VISN 16, Station 520)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	143	1
	0610 Nurse†	573	2
	0180 Psychology	43	3
	P1 Primary Care*	50	4
	31 Psychiatry*	18	5
	26 Pulmonary Diseases*	2	6
	5 Medical Oncology*	0	7
	30 Neurology*	1	8
	87 RN, Manager/Head Nurse†	34	9
	CQ RN Staff- Inpatient Mental Health†	25	10
	Q6 RN/Staff-Inpatient Community Living Center†	80	11
	CM RN Staff-Critical Care†	14	12
	Q1 RN/Staff-Outpatient†	114	13
	0660 Pharmacist	60	14
	0620 Practical Nurse	190	15
Nonclinical	3566 Custodial Worker	101	16
	0679 Medical Support Assistance	235	17
	7408 Food Service Worker	64	18
	5703 Motor Vehicle Operator	10	19
	0801 General Engineering	7	20

Table C.88. Shortages and Rankings for the Fayetteville VA Medical Center in Arkansas (VISN 16, Station 564)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	90	1
	P1 Primary Care*	19	2
	49 Family Practice*	13	3
	31 Psychiatry*	13	4
	2 Surgery*	1	5
	K6 Hospitalist*	6	6
	0180 Psychology	20	7
	25 Gastroenterology*	2	8
	30 Neurology*	1	9
	29 Endocrine and Metabolism*	0	10
	Q9 Sleep Medicine*	0	11
Nonclinical	0083 Police	20	12
	3566 Custodial Worker	51	13
	0858 Biomedical Engineering	1	15
	0801 General Engineering	2	16

Table C.89. Shortages and Rankings for the Michael E. DeBakey VA Medical Center in Houston, Texas (VISN 16, Station 580)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	6 Ophthalmology*	18	2
	CR RN Staff- Emergency Dept/Urgent Care†	52	3
	0601 General Health Science/Blind Rehab	7	9
	38 Radiology-Diagnostic*	27	10
	43 Pathology*	10	12
	0601 General Health Science/Therapeutic Medical Physicist	0	14
	0640 Health Aid and Technician/Telehealth	13	15
	0644 Medical Technologist	75	16
	0648 Therapeutic Radiologic Technologist	10	17
Nonclinical	4206 Plumbing	2	1
	4204 Pipefitting	2	4
	0083 Police	49	5
	4102 Painting	1	6
	2805 Electrician	6	7
	0560 Budget Analysis	6	8
	3502 Laboring	3	11
	0018 Safety and Occupational Health Management	5	13
	0809 Construction Control	3	18
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	20	19

Table C.89. Shortages and Rankings for the Michael E. DeBakey VA Medical Center in Houston, Texas (VISN 16, Station 580)
(continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	2606 Electronic Industrial Controls Mechanic	1	20
	2810 Electrician (High Voltage)	0	21
	3566 Custodial Worker	136	22
	4749 Maintenance Mechanic	10	23
	4804 Locksmithing	1	24
	5003 Gardening	0	25
	5352 Industrial Equipment Mechanic	0	26
	5317 Laundry and Dry Cleaning Equipment Repairing	0	27
	0346 Logistics Management	96	28

Table C.90. Shortages and Rankings for the G.V. (Sonny) Montgomery VA Medical Center in Jackson, Mississippi (VISN 16, Station 586)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	None	NA	NA
Nonclinical	None	NA	NA

Table C.91. Shortages and Rankings for the John L. McClellan Memorial Veterans' Hospital in Little Rock, Arkansas (VISN 16, Station 598)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	245	1
	0610 Nurse†	906	2
	Q6 RN/Staff-Inpatient Community Living Center†	60	5
	0660 Pharmacist	118	7
	0667 Orthotist and Prosthetist	4	8
	29 Endocrine and Metabolism*	4	9
	20 Dermatology*	1	10
	7 Orthopedic Surgery*	5	11
	6 Ophthalmology*	10	12
	P1 Primary Care*	15	13
	E6 Cardiology Non-Interventionist*	7	14
	CA Cardiology Non-Invasive*	1	15
	49 Family Practice*	7	16
	26 Pulmonary Diseases*	5	17
	38 Radiology-Diagnostic*	15	18
	E5 Neurosurgery*	0	19
	0180 Psychology	48	22
	46 Nuclear Medicine*	0	23
	25 Gastroenterology*	5	24

Table C.91. Shortages and Rankings for the John L. McClellan Memorial Veterans' Hospital in Little Rock, Arkansas (VISN 16, Station 598)

(continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	31 Psychiatry*	30	25
	0646 Pathology Technician/Histopathology	3	27
Nonclinical	3566 Custodial Worker	118	3
	0083 Police	42	4
	4742 Utility Systems Repairer-Operator	12	6
	0858 Biomedical Engineering	2	20
	0675 Medical Records Technician	33	21
	0801 General Engineering	9	26

Table C.92. Shortages and Rankings for the New Orleans VA Medical Center in Louisiana (VISN 16, Station 629)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	40 Geriatrics*	9	1
	P1 Primary Care*	48	2
	16 Emergency Medicine*	28	3
	88 RN Staff Nurse-Inpatient†	240	4
	Q1 RN/Staff-Outpatient†	46	5
	E4 Cardiovascular/Thoracic Surgeon*	1	6
	31 Psychiatry*	36	7
	0180 Psychology	42	9
	38 Radiology-Diagnostic*	9	10
	0660 Pharmacist	61	11
	E5 Neurosurgery*	3	13
	0644 Medical Technologist	55	14
	26 Pulmonary Diseases*	7	17
	25 Gastroenterology*	8	18
	87 RN, Manager/Head Nurse†	15	19
	0620 Practical Nurse	110	20
	K6 Hospitalist*	11	21
	44 Physical Medicine & Rehabilitation*	10	22
	P9 Orthopedic*	1	23

Table C.92. Shortages and Rankings for the New Orleans VA Medical Center in Louisiana (VISN 16, Station 629) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	Q6 RN/Staff-Inpatient Community Living Centert	43	24
	0680 Dental Officer	9	25
	82 RN, Senior Leadership†	7	26
	0601 General Health Science/Blind Rehab	1	27
	85 RN Educator†	7	28
	0661 Pharmacy Technician	28	29
	0645 Medical Technician	10	33
Nonclinical	3566 Custodial Worker	85	8
	0083 Police	52	12
	7404 Cook	12	15
	7408 Food Service Worker	49	16
	0303 Miscellaneous Clerk and Assistant	111	30
	0690 Industrial Hygiene	0	31
	0318 Secretary	17	32

Table C.93. Shortages and Rankings for the Overton Brooks VA Medical Center in Shreveport, Louisiana (VISN 16, Station 667)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	26 Pulmonary Diseases*	6	1
	25 Gastroenterology*	3	2
	80 RN/Nurse Executive†	0	3
	88 RN Staff Nurse-Inpatient†	55	5
	6 Ophthalmology*	1	6
	0601 General Health Science/Therapeutic Medical Physicist	1	7
Nonclinical	0346 Logistics Management	1	4
	4742 Utility Systems Repairer-Operator	2	8
	0830 Mechanical Engineering	0	9
	0850 Electrical Engineering	0	10
	0801 General Engineering	4	11

Table C.94. Shortages and Rankings for the Thomas E. Creek VA Medical Center in Amarillo, Texas (VISN 17, Station 504)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	1	1
	0621 Nursing Assistant	90	2
	0620 Practical Nurse	93	3
Nonclinical	0083 Police	12	4
	3566 Custodial Worker	37	5
	7408 Food Service Worker	19	6
	0679 Medical Support Assistance	177	7

Table C.95. Shortages and Rankings for the George H. O'Brien, Jr., VA Medical Center in Big Spring, Texas (VISN 17, Station 519)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	21 General Internal Medicine*	2	1
	6 Ophthalmology*	2	2
	31 Psychiatry*	5	3
	49 Family Practice*	1	4
	P1 Primary Care*	12	5
	Q6 RN/Staff-Inpatient Community Living Center†	11	6
	75 NP-Primary Care†	5	7
	88 RN Staff Nurse-Inpatient†	4	8
	CS RN Staff- Outpatient Mental Health†	8	9
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	2	10
	Q1 RN/Staff-Outpatient†	53	11
	0180 Psychology	6	12
	0662 Optometrist	0	13
	0644 Medical Technologist	4	14
	0682 Dental Hygiene	0	19
	51 Chief of Staff*	1	20
Nonclinical	0083 Police	10	15
	0201 Human Resources Management	6	16
	3566 Custodial Worker	19	17
	7409 Food Service Worker	11	18

Table C.96. Shortages and Rankings for the Dallas VA Medical Center in Texas (VISN 17, Station 549)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	351	1
	25 Gastroenterology*	8	2
	31 Psychiatry*	68	3
	40 Geriatrics*	7	4
	30 Neurology*	4	5
	G9 Radiation Oncology*	2	6
	0610 Nurse†	1182	7
	2 Surgery*	32	8
	88 RN Staff Nurse-Inpatient†	255	9
	CR RN Staff- Emergency Dept/Urgent Care†	52	10
	CM RN Staff-Critical Care†	101	11
	CQ RN Staff- Inpatient Mental Health†	25	12
	CV RN Staff-Interventional†	50	13
	CU RN Staff- Domiciliary†	15	14
	CS RN Staff- Outpatient Mental Health†	10	15
	75 NP-Primary Care†	17	16
	74 RN, Infection Control†	5	17
	S4 RN/Wound Care Spect†	10	18
	N5 NP-Other†	41	19

Table C.96. Shortages and Rankings for the Dallas VA Medical Center in Texas (VISN 17, Station 549) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	N1 NP/Long Term Care†	2	20
	79 CNS-Med/Surg†	0	21
	85 RN Educator†	20	22
	S5 RN, IV Therapy†	8	23
	CW RN Staff- Peri-Op†	63	24
	Q2 RN/Staff-Mixed†	51	25
	Q3 RN-Telephone Triage†	15	26
	S3 RN, Preventative/Occupational Health†	3	27
	S1 RN/Polytrauma Rehab†	1	28
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	7	29
	N7 CNS-Long Term Care/Geriatrics†	0	30
	N8 Clinical Nurse Specialist – Mental Health/Substance Use Disorder†	0	31
	Q4 RN Clinical Nurse Lead†	2	32
	CX RN First Assist†	1	33
	CZ NP-Medical Specialty†	3	34
	DA NP-Surgical Special†	1	35
	Q6 RN/Staff-Inpatient Community Living Center†	58	36
	80 RN/Nurse Executive†	2	37
	E8 Deputy Nurse Executive†	1	38
	F1 Associate Chief Nursing Service†	1	39

Table C.96. Shortages and Rankings for the Dallas VA Medical Center in Texas (VISN 17, Station 549) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	G6 RN/Program Manager/Coordinator†	10	40
	J6 RN, Peer Advocate†	1	41
	J4 RN/Assistant Manager/Perm Change†	20	42
	J3 RN, Clinical Analyst†	3	43
	R6 RN-Veteran Affairs Nursing Academic Partnerships Faculty†	5	44
	S2 RN Informatics†	7	45
	S7 RN/Resident†	3	46
	G7 RN, Admin/Other†	6	47
	G5 RN Facility Admin†	9	48
	CJ Resource/Float Pool†	1	49
	82 RN, Senior Leadership†	10	50
	86 RN, Shift Supervisor†	6	51
	87 RN, Manager/Head Nurse†	49	52
	M1 RN, Administrative/Discharge Coordinator†	12	53
	M2 RN/Case Manager/Care†	105	54
	Q1 RN/Staff-Outpatient†	95	55
	0060 Chaplain	11	56
	0101 Social Service/Marriage Family Therapist	0	57
	0180 Psychology	80	58
	0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant	6	63

**Table C.96. Shortages and Rankings for the Dallas VA Medical Center in Texas
(VISN 17, Station 549) (continued)**

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	0640 Health Aid and Technician/Certified Respiratory Therapist	2	64
	0642 Nuclear Medicine Technician	0	65
	0651 Respiratory Therapist	0	66
	0603 Physician's Assistant	65	69
	0601 General Health Science/Therapeutic Medical Physicist	0	70
Nonclinical	0201 Human Resources Management	64	59
	7408 Food Service Worker	107	60
	0962 Contact Representative	1	61
	3566 Custodial Worker	176	62
	1658 Laundry and Dry Cleaning Plant Management	0	67
	3111 Sewing Machine Operating	1	68
	0544 Civilian Pay	6	71
	0344 Management and Program Clerical and Assistance	35	72

Table C.97. Shortages and Rankings for the Audie L. Murphy Memorial Veterans' Hospital in San Antonio, Texas (VISN 17, Station 671)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	341	1
	0605 Nurse Anesthetist	13	2
Nonclinical	0679 Medical Support Assistance	405	3
	3566 Custodial Worker	178	4
	7408 Food Service Worker	65	5
	0083 Police	38	6

Table C.98. Shortages and Rankings for the Olin E. Teague Veterans' Center in Temple, Texas (VISN 17, Station 674)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	304	1
	0610 Nurse†	813	2
	0633 Physical Therapist	18	3
	0603 Physician's Assistant	22	4
	0662 Optometrist	10	5
	25 Gastroenterology*	8	11
	31 Psychiatry*	52	12
	K6 Hospitalist*	16	13
	16 Emergency Medicine*	8	14
	21 General Internal Medicine*	26	15
	CR RN Staff- Emergency Dept/Urgent Care†	32	16
	Q1 RN/Staff-Outpatient†	115	17
	CW RN Staff- Peri-Op†	41	18
	S4 RN/Wound Care Spect†	3	19
	Q6 RN/Staff-Inpatient Community Living Center†	76	20
Nonclinical	0622 Medical Supply Aide and Technician	40	6
	5306 Air Conditioning Equipment Mechanic	11	7
	0679 Medical Support Assistance	420	8
	0675 Medical Records Technician	36	9
	0083 Police	56	10

**Table C.99. Shortages and Rankings for the Harlingen VA Clinic in Texas
(VISN 17, Station 740)**

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	64	1
	0180 Psychology	50	2
Nonclinical	0801 General Engineering	0	3
	0083 Police	18	4
	0341 Administrative Officer	15	5

**Table C.100. Shortages and Rankings for the El Paso VA Clinic in Texas
(VISN 17, Station 756)**

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	21 General Internal Medicine*	20	1
	0180 Psychology	21	2
	CS RN Staff- Outpatient Mental Health†	10	3
	30 Neurology*	4	4
	0185 Social Work	58	5
	74 RN, Infection Control†	1	7
	19 Infectious Diseases*	0	8
	75 NP-Primary Care†	17	9
	20 Dermatology*	0	11
	M2 RN/Case Manager/Care†	54	12
	0644 Medical Technologist	14	13
	0640 Health Aid and Technician (Title 5)	35	15
	0645 Medical Technician	14	16
	29 Endocrine and Metabolism*	0	17
	Q1 RN/Staff-Outpatient†	47	18
Nonclinical	0083 Police	26	6
	0201 Human Resources Management	12	10
	3566 Custodial Worker	33	14
	0679 Medical Support Assistance	168	19
	0675 Medical Records Technician	14	20

Table C.101. Shortages and Rankings for the Fort Harrison VA Medical Center in Montana (VISN 19, Station 436)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	82	1
	0620 Practical Nurse	54	2
	0610 Nurse†	291	3
	0649 Medical Instrument Technician	8	4
	0647 Diagnostic Radiologic Technologist	13	6
	31 Psychiatry*	9	7
	88 RN Staff Nurse-Inpatient†	38	8
	21 General Internal Medicine*	6	10
	P1 Primary Care*	12	11
	Q1 RN/Staff-Outpatient†	78	12
	71 RN, Recruiter†	0	15
	85 RN Educator†	2	16
Nonclinical	0083 Police	16	5
	4749 Maintenance Mechanic	3	9
	0679 Medical Support Assistance	202	13
	3566 Custodial Worker	21	14

Table C.102. Shortages and Rankings for the Cheyenne VA Medical Center in Wyoming (VISN 19, Station 442)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0601 General Health Science/Registered Respiratory Therapist	11	1
	0647 Diagnostic Radiologic Technologist	12	2
	0621 Nursing Assistant	52	3
	0644 Medical Technologist	18	5
	0661 Pharmacy Technician	12	8
Nonclinical	3566 Custodial Worker	39	4
	7404 Cook	9	6
	7408 Food Service Worker	8	7
	0679 Medical Support Assistance	95	9
	2805 Electrician	1	10

Table C.103. Shortages and Rankings for the Rocky Mountain Regional VA Medical Center in Aurora, Colorado (VISN 19, Station 554)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	342	1
	30 Neurology*	14	2
	1 Anesthesiology*	11	3
	M9 Cardiology-Interventional*	4	4
	R4 Vascular Surgery*	2	5
	45 Radiology-Interventional*	1	6
	28 Rheumatology*	5	7
	16 Emergency Medicine*	19	8
	4 Pain Management/Physical Medicine and Rehabilitation*	10	9
	25 Gastroenterology*	8	10
	31 Psychiatry*	44	11
	44 Physical Medicine & Rehabilitation*	9	12
	58 Assistant Chief of Staff*	0	13
	P1 Primary Care*	16	14
	Q6 RN/Staff-Inpatient Community Living Center†	3	15
	Q1 RN/Staff-Outpatient†	41	16
	0620 Practical Nurse	113	18
	0640 Health Aid and Technician (Title 5)	45	19
	0649 Medical Instrument Technician	51	20
	0631 Occupational Therapist	18	21

Table C.103. Shortages and Rankings for the Rocky Mountain Regional VA Medical Center in Aurora, Colorado (VISN 19, Station 554) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	DA NP-Surgical Special†	8	25
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	9	26
	0605 Nurse Anesthetist	9	28
	CR RN Staff- Emergency Dept/Urgent Care†	15	32
Nonclinical	0305 Mail and File	7	17
	2005 Supply Clerical and Technician	30	22
	3566 Custodial Worker	81	23
	0201 Human Resources Management	34	24
	0308 Records and Information Management	0	27
	0622 Medical Supply Aide and Technician	13	29
	7404 Cook	19	30
	7408 Food Service Worker	26	31
	2805 Electrician	3	33
	3502 Laboring	5	34
	5003 Gardening	4	35
	0802 Engineering Technician	2	36
	4204 Pipefitting	6	37
	1603 Equipment, Facilities, and Service Assistance	0	38
	4742 Utility Systems Repairer-Operator	21	39
	5306 Air Conditioning Equipment Mechanic	12	40

Table C.103. Shortages and Rankings for the Rocky Mountain Regional VA Medical Center in Aurora, Colorado (VISN 19, Station 554) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	4749 Maintenance Mechanic	16	41
	2102 Transportation Clerk and Assistant	5	42

Table C.104. Shortages and Rankings for the Grand Junction VA Medical Center in Colorado (VISN 19, Station 575)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	4	1
	30 Neurology*	1	2
	4 Pain Management/Physical Medicine and Rehabilitation*	0	3
	26 Pulmonary Diseases*	2	4
	CA Cardiology Non-Invasive*	1	5
	0644 Medical Technologist	14	7
	0661 Pharmacy Technician	12	8
	0647 Diagnostic Radiologic Technologist	11	9
	0621 Nursing Assistant	17	10
	0631 Occupational Therapist	4	11
	0602 Medical Officer*	110	16
	7 Orthopedic Surgery*	2	17
	8 Otolaryngology*	0	18
	13 Physiatry*	1	19
	21 General Internal Medicine*	2	20
	25 Gastroenterology*	0	21
	38 Radiology-Diagnostic*	1	22
	40 Geriatrics*	2	23
	45 Radiology-Interventional*	1	25
	P1 Primary Care*	15	26

Table C.104. Shortages and Rankings for the Grand Junction VA Medical Center in Colorado (VISN 19, Station 575) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	75 NP-Primary Care†	6	27
	CQ RN Staff- Inpatient Mental Health†	5	28
	CR RN Staff- Emergency Dept/Urgent Care†	10	29
	CT RN Staff- Women's Health Clinic†	1	30
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	5	31
	N5 NP-Other†	3	32
	S2 RN Informatics†	1	33
	0060 Chaplain	1	34
	0180 Psychology	17	35
	0601 General Health Science/Registered Respiratory Therapist	17	41
	0603 Physician's Assistant	10	42
	0605 Nurse Anesthetist	1	43
	0620 Practical Nurse	41	44
	0633 Physical Therapist	7	45
	0640 Health Aid and Technician (Title 5)	3	46
	0640 Health Aid and Technician/Telehealth	32	47
	0649 Medical Instrument Technician	2	48
	0667 Orthotist and Prosthetist	2	49
Nonclinical	0201 Human Resources Management	12	6
	0083 Police	12	12

Table C.104. Shortages and Rankings for the Grand Junction VA Medical Center in Colorado (VISN 19, Station 575) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	3566 Custodial Worker	37	13
	7408 Food Service Worker	12	14
	0301 Miscellaneous Administration and Program	19	15
	0203 Human Resources Assistance	3	36
	0501 Financial Administration and Program	1	37
	0505 Financial Management	1	38
	0510 Accounting	1	39
	4742 Utility Systems Repairer-Operator	5	50
	5406 Utility Systems Operator	3	51

Table C.105. Shortages and Rankings for the Jack C. Montgomery VA Medical Center in Muskogee, Oklahoma (VISN 19, Station 623)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	7 Orthopedic Surgery*	2	1
	31 Psychiatry*	11	2
	CA Cardiology Non-Invasive*	0	3
	30 Neurology*	2	4
	K6 Hospitalist*	7	5
	0602 Medical Officer*	98	6
	CQ RN Staff- Inpatient Mental Health†	15	10
	CS RN Staff- Outpatient Mental Health†	8	11
	0647 Diagnostic Radiologic Technologist	24	12
	0665 Speech Pathology and Audiology	10	13
	88 RN Staff Nurse-Inpatient†	56	14
	Q1 RN/Staff-Outpatient†	59	15
	Q2 RN/Staff-Mixed†	2	16
	0645 Medical Technician	11	17
	0660 Pharmacist	43	18
	13 Physiatry*	0	21
	38 Radiology-Diagnostic*	2	22
	E6 Cardiology Non-Interventionist*	3	23
	0610 Nurse†	326	24
	N8 Clinical Nurse Specialist – Mental Health/Substance Use Disorder†	3	25

Table C.105. Shortages and Rankings for the Jack C. Montgomery VA Medical Center in Muskogee, Oklahoma (VISN 19, Station 623) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	0180 Psychology	22	26
Nonclinical	0801 General Engineering	2	7
	3566 Custodial Worker	46	8
	0083 Police	24	9
	7408 Food Service Worker	11	19
	0679 Medical Support Assistance	189	20
	0698 Environmental Health Technician	0	27

Table C.106. Shortages and Rankings for the Oklahoma City VA Medical Center in Oklahoma (VISN 19, Station 635)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	E6 Cardiology Non-Interventionist*	2	1
	M9 Cardiology-Interventional*	3	2
	P9 Orthopedic*	0	3
	R3 Hematology/Oncology*	1	4
	7 Orthopedic Surgery*	4	5
	6 Ophthalmology*	3	6
	16 Emergency Medicine*	14	7
	25 Gastroenterology*	10	8
	11 Thoracic Surgery*	0	9
	E5 Neurosurgery*	1	10
	27 Nephrology*	7	14
Nonclinical	0801 General Engineering	5	11
	3566 Custodial Worker	74	12
	0201 Human Resources Management	26	13

Table C.107. Shortages and Rankings for the George E. Wahlen VA Medical Center in Salt Lake City, Utah (VISN 19, Station 660)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	396	1
	31 Psychiatry*	45	2
	P1 Primary Care*	11	3
	0610 Nurse†	609	4
	27 Nephrology*	9	5
	0633 Physical Therapist	26	6
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	24	7
	CW RN Staff- Peri-Op†	30	9
	M2 RN/Case Manager/Care†	115	10
	88 RN Staff Nurse-Inpatient†	120	11
	0620 Practical Nurse	61	12
	0644 Medical Technologist	31	14
	0681 Dental Assistant	11	15
	1715 Vocational Rehabilitation	5	18
	0647 Diagnostic Radiologic Technologist	35	22
	0640 Health Aid and Technician/Telehealth	7	23
Nonclinical	7408 Food Service Worker	23	8
	0083 Police	27	13
	0801 General Engineering	7	16
	3566 Custodial Worker	67	17

Table C.107. Shortages and Rankings for the George E. Wahlen VA Medical Center in Salt Lake City, Utah (VISN 19, Station 660) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	0679 Medical Support Assistance	275	19
	0675 Medical Records Technician	56	20
	2005 Supply Clerical and Technician	18	21
	0203 Human Resources Assistance	7	24
	0201 Human Resources Management	33	25

Table C.108. Shortages and Rankings for the Sheridan VA Medical Center in Wyoming (VISN 19, Station 666)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0610 Nurse†	145	2
	0180 Psychology	16	3
	31 Psychiatry*	11	4
	0620 Practical Nurse	30	6
	0661 Pharmacy Technician	8	9
	Q6 RN/Staff-Inpatient Community Living Center†	11	10
	CU RN Staff- Domiciliary†	13	11
	21 General Internal Medicine*	4	12
	0644 Medical Technologist	7	13
	0603 Physician's Assistant	4	14
	0647 Diagnostic Radiologic Technologist	4	16
	0621 Nursing Assistant	50	17
	CQ RN Staff- Inpatient Mental Health†	17	18
	M2 RN/Case Manager/Care†	10	19
	Q1 RN/Staff-Outpatient†	25	20
	49 Family Practice*	7	21
	0602 Medical Officer*	22	22
	0630 Dietitian and Nutritionist	5	23
	0601 General Health Science/Registered Respiratory Therapist	6	24
Nonclinical	0083 Police	11	1

Table C.108. Shortages and Rankings for the Sheridan VA Medical Center in Wyoming (VISN 19, Station 666) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	3566 Custodial Worker	32	5
	5402 Boiler Plant Operator	6	7
	7408 Food Service Worker	20	8
	0201 Human Resources Management	15	15
	0510 Accounting	1	25

Table C.109. Shortages and Rankings for the Anchorage VA Medical Center in Alaska (VISN 20, Station 463)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0649 Medical Instrument Technician	3	1
	0620 Practical Nurse	50	2
	0602 Medical Officer*	36	3
	K6 Hospitalist*	2	4
	31 Psychiatry*	5	5
	63 General Practice*	1	6
	0668 Podiatrist	2	7
	0185 Social Work	59	8
	CU RN Staff- Domiciliary†	6	14
	G7 RN, Admin/Other†	2	15
	75 NP-Primary Care†	9	16
	Q2 RN/Staff-Mixed†	1	17
Nonclinical	4749 Maintenance Mechanic	1	9
	2010 Inventory Management	3	10
	0622 Medical Supply Aide and Technician	4	11
	0301 Miscellaneous Administration and Program	13	12
	0675 Medical Records Technician	11	13

Table C.110. Shortages and Rankings for the Boise VA Medical Center in Idaho (VISN 20, Station 531)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	P1 Primary Care*	6	1
	30 Neurology*	0	2
	26 Pulmonary Diseases*	5	3
	K6 Hospitalist*	4	4
	2 Surgery*	10	5
	31 Psychiatry*	15	6
	29 Endocrine and Metabolism*	1	7
	19 Infectious Diseases*	2	9
	7 Orthopedic Surgery*	4	10
	5 Medical Oncology*	0	11
	3 Gynecology*	1	12
	1 Anesthesiology*	3	13
	41 Pain Management/Anesthesia*	0	14
	49 Family Practice*	8	16
	75 NP-Primary Care†	31	17
	S4 RN/Wound Care Spect†	0	18
	48 Research*	0	19
Nonclinical	3566 Custodial Worker	62	8
	4204 Pipefitting	3	15
	0083 Police	20	20

Table C.110. Shortages and Rankings for the Boise VA Medical Center in Idaho (VISN 20, Station 531) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	7408 Food Service Worker	24	21
	2805 Electrician	3	22

Table C.111. Shortages and Rankings for the Portland VA Medical Center in Oregon (VISN 20, Station 648)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Nonclinical	0505 Financial Management	0	1
	3566 Custodial Worker	122	2
	7408 Food Service Worker	69	3
	6907 Materials Handler	8	4

Table C.112. Shortages and Rankings for the Roseburg VA Medical Center in Oregon (VISN 20, Station 653)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	P1 Primary Care*	5	1
	31 Psychiatry*	6	2
	12 Urology*	1	3
	0644 Medical Technologist	14	4
	0185 Social Work	45	5
	40 Geriatrics*	1	6
	E6 Cardiology Non-Interventionist*	0	7
	K6 Hospitalist*	4	8
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	6	9
	Q9 Sleep Medicine*	0	10
	41 Pain Management/Anesthesia*	1	11
	44 Physical Medicine & Rehabilitation*	0	13
	CE Palliative Care*	0	14
	0180 Psychology	17	15
	P6 Director Outpatient Clinic*	0	16
	2 Surgery*	1	17
	25 Gastroenterology*	2	18
	E2 Associate Chief of Staff Geriatrics/Long Term Care*	0	19
	N5 NP-Other†	5	20
	26 Pulmonary Diseases*	0	22

Table C.112. Shortages and Rankings for the Roseburg VA Medical Center in Oregon (VISN 20, Station 653) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	19 Infectious Diseases*	0	25
	P9 Orthopedic*	0	26
	E9 Compensation/Pension*	1	27
	0638 Recreation/Creative Arts Therapist	1	29
	0665 Speech Pathology and Audiology	6	33
Nonclinical	0083 Police	12	12
	0080 Security Administration	3	21
	0669 Medical Records Administration	2	23
	1101 General Business and Industry	5	24
	1105 Purchasing	2	28
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	7	30
	0801 General Engineering	6	31
	0690 Industrial Hygiene	1	32

Table C.113. Shortages and Rankings for the Seattle VA Medical Center in Washington (VISN 20, Station 663)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0621 Nursing Assistant	112	1
	0661 Pharmacy Technician	51	3
	0610 Nurse†	992	4
	0602 Medical Officer*	377	16
	0603 Physician's Assistant	23	17
	0620 Practical Nurse	181	23
	0185 Social Work	213	24
	0681 Dental Assistant	16	25
	1306 Health Physics	1	27
Nonclinical	0083 Police	27	2
	4701 Miscellaneous General Maintenance and Operations Work	6	5
	4749 Maintenance Mechanic	9	6
	5415 Air-Conditioning Equipment Operator	3	7
	5402 Boiler Plant Operator	7	8
	2805 Electrician	11	9
	4102 Painting	7	10
	4204 Pipefitting	5	11
	4607 Carpenter	3	12
	4804 Locksmithing	3	13
	5306 Air Conditioning Equipment Mechanic	6	14

Table C.113. Shortages and Rankings for the Seattle VA Medical Center in Washington (VISN 20, Station 663) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	0801 General Engineering	9	15
	2010 Inventory Management	11	18
	2005 Supply Clerical and Technician	22	19
	1106 Procurement Clerical and Technician	3	20
	1105 Purchasing	2	21
	0679 Medical Support Assistance	341	22
	3566 Custodial Worker	127	26
	6907 Materials Handler	13	28

Table C.114. Shortages and Rankings for the Mann-Grandstaff VA Medical Center in Spokane, Washington (VISN 20, Station 668)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	7	1
	25 Gastroenterology*	1	2
	16 Emergency Medicine*	6	3
	K6 Hospitalist*	4	4
	P1 Primary Care*	21	5
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	5	6
	0620 Practical Nurse	44	7
	0644 Medical Technologist	16	8
	0645 Medical Technician	16	9
	0602 Medical Officer*	71	10

Table C.115. Shortages and Rankings for the Jonathan M. Wainwright Memorial VA Medical Center in Walla Walla, Washington (VISN 20, Station 687)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	38 Radiology-Diagnostic*	1	1
	0101 Social Science (Title 5)	1	4
	0662 Optometrist	5	5
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	2	6
	0180 Psychology	5	8
	0633 Physical Therapist	1	9
Nonclinical	0801 General Engineering	3	2
	5402 Boiler Plant Operator	4	3
	1008 Interior Design	0	7

Table C.116. Shortages and Rankings for the White City VA Medical Center in Oregon (VISN 20, Station 692)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	6	1
	20 Dermatology*	1	2
	0602 Medical Officer*	24	3
	0180 Psychology	30	4
	38 Radiology-Diagnostic*	1	5
	21 General Internal Medicine*	11	6
	CG Nurse Practitioner Resident†	1	7
	0601 General Health Science/Registered Respiratory Therapist	1	8
	0645 Medical Technician	0	9

Table C.117. Shortages and Rankings for the Spark M. Matsunaga VA Medical Center in Honolulu, Hawaii (VISN 21, Station 459)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0610 Nurse†	292	2
	F1 Associate Chief Nursing Service†	0	3
	87 RN, Manager/Head Nurse†	14	4
	0620 Practical Nurse	51	5
	0602 Medical Officer*	107	6
	P1 Primary Care*	2	7
	CQ RN Staff- Inpatient Mental Health†	14	8
	49 Family Practice*	7	9
	Q1 RN/Staff-Outpatient†	75	10
	40 Geriatrics*	5	11
	44 Physical Medicine & Rehabilitation*	1	12
	26 Pulmonary Diseases*	1	13
	28 Rheumatology*	1	14
	29 Endocrine and Metabolism*	3	15
	E2 Associate Chief of Staff Geriatrics/Long Term Care*	1	16
	31 Psychiatry*	23	17
Nonclinical	0505 Financial Management	0	1

Table C.118. Shortages and Rankings for the Fresno VA Medical Center in California (VISN 21, Station 570)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	19 Infectious Diseases*	0	1
	38 Radiology-Diagnostic*	3	2
	R4 Vascular Surgery*	1	3
	26 Pulmonary Diseases*	3	4
	25 Gastroenterology*	4	5
	5 Medical Oncology*	0	6
	21 General Internal Medicine*	27	7
	43 Pathology*	2	8
	K6 Hospitalist*	6	9
	R3 Hematology/Oncology*	2	10
	0610 Nurse†	392	11
	G6 RN/Program Manager/Coordinator†	15	12
	CW RN Staff- Peri-Op†	9	13
	S4 RN/Wound Care Spect†	0	14
	0180 Psychology	20	15
	0649 Medical Instrument Technician	15	22
	0647 Diagnostic Radiologic Technologist	23	23
	0185 Social Work	66	24
	0603 Physician's Assistant	5	25
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	4	27

Table C.118. Shortages and Rankings for the Fresno VA Medical Center in California (VISN 21, Station 570) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	0101 Social Science (Title 5)	2	28
	0640 Health Aid and Technician (Title 5)	30	29
Nonclinical	0858 Biomedical Engineering	2	16
	1008 Interior Design	0	17
	0801 General Engineering	5	18
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	1	19
	2005 Supply Clerical and Technician	11	20
	2030 Distribution Facilities and Storage Management	0	21
	0690 Industrial Hygiene	1	26
	0802 Engineering Technician	2	30
	2010 Inventory Management	10	31

Table C.119. Shortages and Rankings for the North Las Vegas VA Medical Center in Nevada (VISN 21, Station 593)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	12 Urology*	4	1
	25 Gastroenterology*	3	2
	8 Otolaryngology*	2	3
	38 Radiology-Diagnostic*	9	4
	31 Psychiatry*	25	7
	26 Pulmonary Diseases*	2	8
	11 Thoracic Surgery*	0	9
	R4 Vascular Surgery*	4	10
	P1 Primary Care*	23	11
	45 Radiology-Interventional*	2	12
	K6 Hospitalist*	26	13
	CM RN Staff-Critical Care†	31	14
	75 NP-Primary Care†	31	15
	0647 Diagnostic Radiologic Technologist	50	16
	0060 Chaplain	2	18
Nonclinical	0203 Human Resources Assistance	7	5
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	8	6
	2005 Supply Clerical and Technician	18	17

Table C.120. Shortages and Rankings for the Sacramento VA Medical Center in Mather, California (VISN 21, Station 612A4)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	None	NA	NA
Nonclinical	None	NA	NA

Table C.121. Shortages and Rankings for the Palo Alto VA Medical Center in California (VISN 21, Station 640)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	421	1
	0610 Nurse†	1065	2
	0647 Diagnostic Radiologic Technologist	19	3
	0644 Medical Technologist	50	4
	0681 Dental Assistant	14	5
	12 Urology*	7	11
	16 Emergency Medicine*	15	12
	19 Infectious Diseases*	6	13
	20 Dermatology*	10	14
	21 General Internal Medicine*	29	15
	25 Gastroenterology*	7	16
	28 Rheumatology*	4	17
	29 Endocrine and Metabolism*	3	18
	31 Psychiatry*	45	19
	38 Radiology-Diagnostic*	89	20
	40 Geriatrics*	11	21
	49 Family Practice*	2	22
	1 Anesthesiology*	27	23
	K6 Hospitalist*	14	24
	P1 Primary Care*	59	25

Table C.121. Shortages and Rankings for the Palo Alto VA Medical Center in California (VISN 21, Station 640) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	Q9 Sleep Medicine*	0	26
	75 NP-Primary Care†	7	27
	82 RN, Senior Leadership†	12	28
	85 RN Educator†	10	29
	87 RN, Manager/Head Nurse†	32	30
	88 RN Staff Nurse-Inpatient†	166	31
	CV RN Staff-Interventional†	31	32
	CW RN Staff- Peri-Op†	45	33
	M2 RN/Case Manager/Care†	47	34
	N7 CNS-Long Term Care/Geriatrics†	4	35
	Q1 RN/Staff-Outpatient†	119	36
	Q6 RN/Staff-Inpatient Community Living Center†	117	37
	0180 Psychology	118	38
	0185 Social Work	206	39
	0601 General Health Science/Blind Rehab	23	40
	0603 Physician's Assistant	8	41
	0620 Practical Nurse	209	42
	0621 Nursing Assistant	314	43
	0631 Occupational Therapist	45	45
	0633 Physical Therapist	42	46

Table C.121. Shortages and Rankings for the Palo Alto VA Medical Center in California (VISN 21, Station 640) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	0640 Health Aid and Technician (Title 5)	64	47
	0645 Medical Technician	16	48
	0649 Medical Instrument Technician	35	49
	0660 Pharmacist	110	50
	S1 RN/Polytrauma Rehab†	26	51
	0668 Podiatrist	18	52
	0680 Dental Officer	17	53
	0682 Dental Hygiene	0	54
	79 CNS-Med/Surg†	4	58
	CM RN Staff-Critical Care†	103	59
	CQ RN Staff- Inpatient Mental Health†	38	60
	CU RN Staff- Domiciliary†	25	61
	J4 RN/Assistant Manager/Perm Change†	38	62
Nonclinical	0679 Medical Support Assistance	204	6
	0083 Police	39	7
	5703 Motor Vehicle Operator	20	8
	3566 Custodial Worker	132	9
	0544 Civilian Pay	11	10
	0622 Medical Supply Aide and Technician	30	44
	2005 Supply Clerical and Technician	31	55

Table C.121. Shortages and Rankings for the Palo Alto VA Medical Center in California (VISN 21, Station 640) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	7408 Food Service Worker	61	56
	0801 General Engineering	8	57

Table C.122. Shortages and Rankings for the Ioannis A. Lougaris VA Medical Center in Reno, Nevada (VISN 21, Station 654)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0185 Social Work	82	1
	E6 Cardiology Non-Interventionist*	3	2
	1 Anesthesiology*	6	3
	30 Neurology*	1	4
	R3 Hematology/Oncology*	1	5
	31 Psychiatry*	10	6
	0180 Psychology	26	7
	0644 Medical Technologist	19	8
	0646 Pathology Technician/Histopathology	1	9
	87 RN, Manager/Head Nurse†	19	11
	Q4 RN Clinical Nurse Lead†	4	12
	88 RN Staff Nurse-Inpatient†	52	13
	CM RN Staff-Critical Care†	25	14
	G5 RN Facility Admin†	7	15
	Q1 RN/Staff-Outpatient†	62	16
	0621 Nursing Assistant	69	18
	0101 Social Science (Title 5)	1	24
Nonclinical	0679 Medical Support Assistance	122	10
	0622 Medical Supply Aide and Technician	15	17

Table C.122. Shortages and Rankings for the Ioannis A. Lougaris VA Medical Center in Reno, Nevada (VISN 21, Station 654)

(continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	0083 Police	18	19
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	9	20
	0808 Architecture	1	21
	1008 Interior Design	3	22
	3566 Custodial Worker	63	23
	0201 Human Resources Management	20	25
	0203 Human Resources Assistance	9	26

Table C.123. Shortages and Rankings for the San Francisco VA Medical Center in California (VISN 21, Station 662)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0185 Social Work	163	3
	0621 Nursing Assistant	138	4
	0620 Practical Nurse	98	6
Nonclinical	0083 Police	17	1
	3566 Custodial Worker	61	2
	0679 Medical Support Assistance	173	5
	7408 Food Service Worker	66	7

Table C.124. Shortages and Rankings for the Raymond G. Murphy VA Medical Center in Albuquerque, New Mexico (VISN 22, Station 501)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	24	1
	26 Pulmonary Diseases*	4	2
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	11	4
	7 Orthopedic Surgery*	5	5
	45 Radiology-Interventional*	2	6
	E4 Cardiovascular/Thoracic Surgeon*	1	7
	0662 Optometrist	3	8
	5 Medical Oncology*	1	9
	CW RN Staff- Peri-Op†	41	11
Nonclinical	0622 Medical Supply Aide and Technician	36	3
	3566 Custodial Worker	81	10
	0203 Human Resources Assistance	7	12
	0201 Human Resources Management	22	13

Table C.125. Shortages and Rankings for the Tibor Rubin VA Medical Center in Long Beach, California (VISN 22, Station 600)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	4 Pain Management/Physical Medicine and Rehabilitation*	2	1
	K6 Hospitalist*	31	2
	20 Dermatology*	5	4
	0610 Nurse†	779	5
	0605 Nurse Anesthetist	27	7
	0668 Podiatrist	4	8
	0647 Diagnostic Radiologic Technologist	42	9
Nonclinical	0201 Human Resources Management	31	6
	1601 General Facilities and Equipment (Title 5)	15	10
	5402 Boiler Plant Operator	8	11
	0083 Police	28	12

Table C.126. Shortages and Rankings for the Jerry L. Pettis Memorial Veterans' Hospital in Loma Linda, California (VISN 22, Station 605)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	R3 Hematology/Oncology*	3	1
	R4 Vascular Surgery*	2	2
	7 Orthopedic Surgery*	7	3
	16 Emergency Medicine*	16	4
	31 Psychiatry*	44	5
	0180 Psychology	102	6
	12 Urology*	4	7
	6 Ophthalmology*	9	8
	25 Gastroenterology*	9	9
	20 Dermatology*	4	10
	8 Otolaryngology*	4	11
	N4 Nurse Practitioner – Mental Health/Substance Use Disorders†	21	12
	CZ NP-Medical Specialty†	30	13
	0661 Pharmacy Technician	50	16
	0647 Diagnostic Radiologic Technologist	53	17
	0649 Medical Instrument Technician	63	18
	0640 Health Aid and Technician/Telehealth	107	20
	0620 Practical Nurse	251	21
Nonclinical	0622 Medical Supply Aide and Technician	52	14
	0675 Medical Records Technician	32	15

Table C.126. Shortages and Rankings for the Jerry L. Pettis Memorial Veterans' Hospital in Loma Linda, California (VISN 22, Station 605) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	0679 Medical Support Assistance	362	19

Table C.127. Shortages and Rankings for the Carl T. Hayden VA Medical Center in Phoenix, Arizona (VISN 22, Station 644)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	324	1
Nonclinical	3566 Custodial Worker	90	2
	0622 Medical Supply Aide and Technician	21	3
	7408 Food Service Worker	40	4

Table C.128. Shortages and Rankings for the Bob Stump VA Medical Center in Prescott, Arizona (VISN 22, Station 649)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0621 Nursing Assistant	54	2
	21 General Internal Medicine*	18	3
	0647 Diagnostic Radiologic Technologist	8	6
	0631 Occupational Therapist	2	7
	0185 Social Work	52	9
	0602 Medical Officer*	50	10
	0620 Practical Nurse	47	11
	31 Psychiatry*	31	14
	0660 Pharmacist	22	15
	0661 Pharmacy Technician	14	17
	0644 Medical Technologist	10	18
	P1 Primary Care*	8	19
	0601 General Health Science/Registered Respiratory Therapist	7	21
	49 Family Practice*	4	24
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	4	25
	0060 Chaplain	1	30
	40 Geriatrics*	0	36
	CE Palliative Care*	0	37
Nonclinical	0675 Medical Records Technician	1	1

Table C.128. Shortages and Rankings for the Bob Stump VA Medical Center in Prescott, Arizona (VISN 22, Station 649)
(continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	0858 Biomedical Engineering	0	4
	0083 Police	13	5
	0801 General Engineering	0	8
	0679 Medical Support Assistance	87	12
	3566 Custodial Worker	32	13
	7408 Food Service Worker	18	16
	0201 Human Resources Management	7	20
	4749 Maintenance Mechanic	5	22
	7404 Cook	5	23
	0203 Human Resources Assistance	3	26
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	3	27
	5306 Air Conditioning Equipment Mechanic	3	28
	4737 General Equipment Mechanic	2	29
	0690 Industrial Hygiene	1	31
	0808 Architecture	1	32
	1008 Interior Design	1	33
	2854 Electrical Equipment Repairer	1	34
	5026 Pest Controller	1	35
	4804 Locksmithing	0	38

Table C.129. Shortages and Rankings for the San Diego VA Medical Center in California (VISN 22, Station 664)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0610 Nurse†	778	1
	0620 Practical Nurse	160	2
	0649 Medical Instrument Technician	53	4
	0602 Medical Officer*	405	6
	0180 Psychology	91	7
	75 NP-Primary Care†	15	8
	0640 Health Aid and Technician (Title 5)	101	12
Nonclinical	0201 Human Resources Management	31	3
	0679 Medical Support Assistance	309	5
	3566 Custodial Worker	104	9
	0203 Human Resources Assistance	17	10
	1008 Interior Design	2	11

Table C.130. Shortages and Rankings for the Tucson VA Medical Center in Arizona (VISN 22, Station 678)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	233	1
	0180 Psychology	25	4
	0620 Practical Nurse	115	5
	0661 Pharmacy Technician	37	6
	0185 Social Work	153	8
Nonclinical	0201 Human Resources Management	21	2
	0203 Human Resources Assistance	7	3
	0679 Medical Support Assistance	264	7
	7408 Food Service Worker	44	9
	2005 Supply Clerical and Technician	23	10

Table C.131. Shortages and Rankings for the West Los Angeles VA Medical Center in California (VISN 22, Station 691)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0 Miscellaneous Title 38*	1	1
	1 Anesthesiology*	23	2
	2 Surgery*	13	3
	3 Gynecology*	1	4
	7 Orthopedic Surgery*	9	5
	11 Thoracic Surgery*	2	6
	8 Otolaryngology*	8	7
	9 Plastic Surgery*	4	8
	16 Emergency Medicine*	15	9
	13 Physiatry*	7	10
	19 Infectious Diseases*	7	11
	20 Dermatology*	9	12
	21 General Internal Medicine*	49	13
	23 Allergy & Immunology*	1	14
	25 Gastroenterology*	14	15
	29 Endocrine and Metabolism*	11	16
	30 Neurology*	19	17
	31 Psychiatry*	85	18
	38 Radiology-Diagnostic*	19	19
	40 Geriatrics*	11	20

Table C.131. Shortages and Rankings for the West Los Angeles VA Medical Center in California (VISN 22, Station 691) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	43 Pathology*	3	21
	44 Physical Medicine & Rehabilitation*	13	22
	51 Chief of Staff*	3	23
	45 Radiology-Interventional*	3	24
	54 Associate Chief of Staff Resident & Development*	0	25
	57 Physician-Admin, Other*	1	26
	59 Associate COS Ambulatory Care*	2	27
	CA Cardiology Non-Invasive*	13	28
	E4 Cardiovascular/Thoracic Surgeon*	0	29
	E5 Neurosurgery*	1	30
	E6 Cardiology Non-Interventionist*	1	31
	G9 Radiation Oncology*	5	32
	K6 Hospitalist*	23	33
	M9 Cardiology-Interventional*	2	34
	N9 Cardiac Electrophysiology*	0	35
	P1 Primary Care*	25	36
	R3 Hematology/Oncology*	4	37
	R4 Vascular Surgery*	4	38
	74 RN, Infection Control†	5	39
	75 NP-Primary Care†	25	40

Table C.131. Shortages and Rankings for the West Los Angeles VA Medical Center in California (VISN 22, Station 691) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	79 CNS-Med/Surg†	2	41
	85 RN Educator†	20	42
	82 RN, Senior Leadership†	6	43
	86 RN, Shift Supervisor†	10	44
	88 RN Staff Nurse-Inpatient†	149	45
	87 RN, Manager/Head Nurse†	38	46
	CJ Resource/Float Pool†	13	47
	CM RN Staff-Critical Care†	66	48
	CP RN Staff- Progressive Care†	33	49
	CQ RN Staff- Inpatient Mental Health†	26	50
	CR RN Staff- Emergency Dept/Urgent Care†	35	51
	CU RN Staff- Domiciliary†	10	52
	CS RN Staff- Outpatient Mental Health†	4	53
	CV RN Staff-Interventional†	26	54
	CZ NP-Medical Specialty†	6	55
	CW RN Staff- Peri-Op†	31	56
	DA NP-Surgical Special†	4	57
	E8 Deputy Nurse Executive†	1	58
	G5 RN Facility Admin†	8	59
	J4 RN/Assistant Manager/Perm Change†	22	60

Table C.131. Shortages and Rankings for the West Los Angeles VA Medical Center in California (VISN 22, Station 691) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	M2 RN/Case Manager/Care†	77	61
	N1 NP/Long Term Care†	14	62
	N5 NP-Other†	24	63
	Q1 RN/Staff-Outpatient†	149	64
	Q2 RN/Staff-Mixed†	33	65
	Q3 RN-Telephone Triage†	45	66
	Q6 RN/Staff-Inpatient Community Living Center†	52	67
	S4 RN/Wound Care Spect†	5	68
	S2 RN Informatics†	2	69
	S5 RN, IV Therapy†	1	70
	S6 RN – General Clinical Consultant†	1	71
	S7 RN/Resident†	21	72
	0180 Psychology	111	73
	0603 Physician's Assistant	28	74
	0605 Nurse Anesthetist	15	75
	0620 Practical Nurse	230	76
	0644 Medical Technologist	50	78
	0647 Diagnostic Radiologic Technologist	35	79
	0649 Medical Instrument Technician	49	80
	0660 Pharmacist	127	81

Table C.131. Shortages and Rankings for the West Los Angeles VA Medical Center in California (VISN 22, Station 691) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	0668 Podiatrist	12	82
	0681 Dental Assistant	21	85
Nonclinical	0622 Medical Supply Aide and Technician	47	77
	0675 Medical Records Technician	20	83
	0679 Medical Support Assistance	374	84

Table C.132. Shortages and Rankings for the Fargo VA Medical Center in North Dakota (VISN 23, Station 437)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	88	1
	R4 Vascular Surgery*	1	2
	30 Neurology*	2	3
	0180 Psychology	17	4
	16 Emergency Medicine*	7	5
	31 Psychiatry*	7	6
	CZ NP-Medical Specialty†	3	7
	0644 Medical Technologist	21	12
Nonclinical	3566 Custodial Worker	40	8
	7408 Food Service Worker	27	9
	0679 Medical Support Assistance	133	10
	0303 Miscellaneous Clerk and Assistant	34	11

Table C.133. Shortages and Rankings for the Royal C. Johnson Veterans' Memorial Hospital in Sioux Falls, South Dakota (VISN 23, Station 438)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	R4 Vascular Surgery*	0	1
	5 Medical Oncology*	0	2
	30 Neurology*	1	3
	25 Gastroenterology*	4	4
	CM RN Staff-Critical Care†	16	5
	CR RN Staff- Emergency Dept/Urgent Care†	12	6
	Q6 RN/Staff-Inpatient Community Living Center†	50	7
	0180 Psychology	17	8
	0620 Practical Nurse	73	9
	0640 Health Aid and Technician/Telehealth	3	10
Nonclinical	0083 Police	10	11
	0801 General Engineering	10	12
	0201 Human Resources Management	6	13
	3566 Custodial Worker	53	14
	7408 Food Service Worker	29	15

Table C.134. Shortages and Rankings for the Fort Meade VA Medical Center in South Dakota (VISN 23, Station 568)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	CU RN Staff- Domiciliary†	3	1
	7 Orthopedic Surgery*	1	6
	21 General Internal Medicine*	5	7
	31 Psychiatry*	7	8
	K6 Hospitalist*	9	9
	0185 Social Work	54	10
	0186 Social Services Aid and Assistant	17	11
	0640 Health Aid and Technician (Title 5)	15	12
Nonclinical	0622 Medical Supply Aide and Technician	11	2
	7404 Cook	16	3
	0083 Police	22	4
	7408 Food Service Worker	28	5
	2102 Transportation Clerk and Assistant	2	13
	5402 Boiler Plant Operator	9	14

Table C.135. Shortages and Rankings for the Minneapolis VA Medical Center in Minnesota (VISN 23, Station 618)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	45	1
	21 General Internal Medicine*	49	2
	25 Gastroenterology*	6	3
	P1 Primary Care*	11	4
	E4 Cardiovascular/Thoracic Surgeon*	0	5
	CM RN Staff-Critical Care†	38	6
	75 NP-Primary Care†	18	7
	CR RN Staff- Emergency Dept/Urgent Care†	33	8
	CW RN Staff- Peri-Op†	53	9
	87 RN, Manager/Head Nurse†	40	10
	0621 Nursing Assistant	112	11
	0620 Practical Nurse	159	12
	0661 Pharmacy Technician	73	13
	0649 Medical Instrument Technician	55	14
	0640 Health Aid and Technician (Title 5)	66	15
Nonclinical	2005 Supply Clerical and Technician	17	16
	0679 Medical Support Assistance	357	17
	2010 Inventory Management	22	18
	0544 Civilian Pay	3	19
	0622 Medical Supply Aide and Technician	37	20

Table C.136. Shortages and Rankings for the Omaha VA Medical Center in Nebraska (VISN 23, Station 636)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	237	1
	31 Psychiatry*	16	2
	N4 Nurse Practitioner – Mental Health/Substance Use Disorder†	2	3
	88 RN Staff Nurse-Inpatient†	72	4
	CQ RN Staff- Inpatient Mental Health†	15	5
	P1 Primary Care*	11	6
	0180 Psychology	49	8
	49 Family Practice*	13	9
	0620 Practical Nurse	118	10
	0646 Pathology Technician/Histopathology	2	11
	0645 Medical Technician	13	17
	13 Physiatry*	1	20
	20 Dermatology*	1	21
	25 Gastroenterology*	1	22
	30 Neurology*	4	23
	0640 Health Aid and Technician (Title 5)	10	25
	0667 Orthotist and Prosthetist	4	26
Nonclinical	0083 Police	34	7
	0801 General Engineering	12	12

Table C.136. Shortages and Rankings for the Omaha VA Medical Center in Nebraska (VISN 23, Station 636) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	0544 Civilian Pay	4	13
	0525 Accounting Technician	2	14
	0510 Accounting	5	15
	3566 Custodial Worker	113	16
	0858 Biomedical Engineering	2	18
	0690 Industrial Hygiene	1	19
	0018 Safety and Occupational Health Management	3	24
	2805 Electrician	5	27
	5402 Boiler Plant Operator	15	28

Table C.137. Shortages and Rankings for the Des Moines VA Medical Center in Iowa (VISN 23, Station 636A6)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	30 Neurology*	1	1
	8 Otolaryngology*	1	2
	R4 Vascular Surgery*	1	3

Table C.138. Shortages and Rankings for the Iowa City VA Medical Center in Iowa (VISN 23, Station 636A8)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	0602 Medical Officer*	286	1
	E5 Neurosurgery*	1	2
	31 Psychiatry*	20	3
	45 Radiology-Interventional*	4	4
	P1 Primary Care*	27	5
	88 RN Staff Nurse-Inpatient†	63	6
	41 Pain Management/Anesthesia*	0	7
	49 Family Practice*	7	8
	1 Anesthesiology*	1	9
	0180 Psychology	30	10
	18 Hematology*	1	11
	0610 Nurse†	506	12
	CJ Resource/Float Pool†	7	14
	CM RN Staff-Critical Care†	29	15
	CQ RN Staff- Inpatient Mental Health†	25	16
	E4 Cardiovascular/Thoracic Surgeon*	2	17
	5 Medical Oncology*	0	18
	4 Pain Management/Physical Medicine and Rehabilitation*	2	19
	CC Pain Management*	1	20
	R3 Hematology/Oncology*	6	21

Table C.138. Shortages and Rankings for the Iowa City VA Medical Center in Iowa (VISN 23, Station 636A8) (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	CW RN Staff- Peri-Opt†	27	22
	CV RN Staff-Interventional†	19	23
	85 RN Educator†	6	25
	0101 Social Science/Licensed Prof Mental Health Counselor	2	26
	0101 Social Service/Marriage Family Therapist	0	27
	0605 Nurse Anesthetist	13	29
	0644 Medical Technologist	44	30
	0645 Medical Technician	20	32
	44 Physical Medicine & Rehabilitation*	0	33
	3 Gynecology*	1	34
	K6 Hospitalist*	31	35
Nonclinical	0801 General Engineering	7	13
	5402 Boiler Plant Operator	6	24
	0083 Police	19	28
	2805 Electrician	4	31

Table C.139. Shortages and Rankings for the St. Cloud VA Medical Center in Minnesota (VISN 23, Station 656)³²

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
Clinical	31 Psychiatry*	9	1
	12 Urology*	2	2
	20 Dermatology*	NA	3
	CC Pain Management*	1	4
	25 Gastroenterology*	NA	5
	49 Family Practice*	13	6
	21 General Internal Medicine*	14	7
	K6 Hospitalist*	NA	8
	40 Geriatrics*	NA	9
	44 Physical Medicine & Rehabilitation*	3	10
	0610 Nurse†	380	11
	P1 Primary Care*	0	12
	CY NP-Geriatrics†	1	13
	0180 Psychology	39	15
	0185 Social Work	85	16
	0603 Physician's Assistant	13	17
	0647 Diagnostic Radiologic Technologist	16	18
	0602 Medical Officer*	66	21

³² Medical Center Directors were instructed to enter “NA” for occupations which they did not hire for, and “0” for occupations which they did hire for but had no staff onboard as of 12/31/2019. The OIG confirmed with the facility that while they did not hire for the occupation designated as “NA,” they viewed it as a severe staffing shortage.

Table C.139. Shortages and Rankings for the St. Cloud VA Medical Center in Minnesota (VISN 23, Station 656)³² (continued)

Clinical/ Nonclinical	Occupation	Number of Staff in this Occupation as of 12/31/2019	Overall Rank of Shortages
	0620 Practical Nurse	233	22
	0660 Pharmacist	47	23
	16 Emergency Medicine*	1	24
Nonclinical	0083 Police	17	14
	0896 Industrial Engineering	0	19
	1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	8	20
	0671 Health System Specialist	7	26
	0201 Human Resources Management	0	27

Source: OIG analysis of VHA facilities' responses to the OIG's fiscal year 2020 staffing survey

Appendix D: Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
Togus VA Medical Center in Augusta, Maine (VISN 1, Station 402)	67	2	69
White River Junction VA Medical Center in Vermont (VISN 1, Station 405)	16	21	37
Edith Nourse Rogers Memorial Veterans' Hospital in Bedford, Massachusetts (VISN 1, Station 518)	4	1	5
Jamaica Plain VA Medical Center in Boston, Massachusetts (VISN 1, Station 523)	15	5	20
Manchester VA Medical Center in New Hampshire (VISN 1, Station 608)	7	4	11
Edward P. Boland VA Medical Center in Leeds, Massachusetts (VISN 1, Station 631)	4	0	4
Providence VA Medical Center in Rhode Island (VISN 1, Station 650)	20	8	28
West Haven VA Medical Center in Connecticut (VISN 1, Station 689)	0	0	0
James J. Peters VA Medical Center in Bronx, New York (VISN 2, Station 526)	11	6	17
Buffalo VA Medical Center in New York (VISN 2, Station 528)	5	8	13
Finger Lakes Health Care System in Bath, New York (VISN 2, Station 528A6)	5	5	10

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility (continued)

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
Samuel S. Stratton VA Medical Center in Albany, New York (VISN 2, Station 528A8)	18	4	22
Syracuse VA Medical Center in New York (VISN 2, Station 528A7)	5	5	10
East Orange VA Medical Center in New Jersey (VISN 2, Station 561)	5	7	12
Franklin Delano Roosevelt Hospital in Montrose, New York (VISN 2, Station 620)	5	5	10
Manhattan VA Medical Center in New York, New York (VISN 2, Station 630)	20	5	25
Northport VA Medical Center in New York (VISN 2, Station 632)	11	9	20
Wilmington VA Medical Center in Delaware (VISN 4, Station 460)	7	5	12
James E. Van Zandt VA Medical Center in Altoona, Pennsylvania (VISN 4, Station 503)	12	4	16
Butler VA Medical Center in Pennsylvania (VISN 4, Station 529A4)	2	2	4
Coatesville VA Medical Center in Pennsylvania (VISN 4, Station 542)	12	5	17
Erie VA Medical Center in Pennsylvania (VISN 4, Station 562)	0	0	0
Lebanon VA Medical Center in Pennsylvania (VISN 4, Station 595)	12	6	18
Corporal Michael J. Crescenz VA Medical Center in Philadelphia, Pennsylvania (VISN 4, Station 642)	11	9	20

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility (continued)

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
Pittsburgh VA Medical Center-University Drive in Pennsylvania (VISN 4, Station 646)	19	10	29
Wilkes-Barre VA Medical Center in Pennsylvania (VISN 4, Station 693)	5	5	10
Baltimore VA Medical Center in Maryland (VISN 5, Station 512)	27	9	36
Beckley VA Medical Center in West Virginia (VISN 5, Station 517)	35	2	37
Louis A. Johnson VA Medical Center in Clarksburg, West Virginia (VISN 5, Station 540)	7	2	9
Hershel "Woody" Williams VA Medical Center in Huntington, West Virginia (VISN 5, Station 581)	15	1	16
Martinsburg VA Medical Center in West Virginia (VISN 5, Station 613)	1	1	2
Washington, DC VA Medical Center (VISN 5, Station 688)	0	1	1
Durham VA Medical Center in North Carolina (VISN 6, Station 558)	42	5	47
Fayetteville VA Medical Center in North Carolina (VISN 6, Station 565)	7	0	7
Hampton VA Medical Center in Virginia (VISN 6, Station 590)	15	5	20
Charles George VA Medical Center in Asheville, North Carolina (VISN 6, Station 637)	12	5	17
Hunter Holmes McGuire Hospital in Richmond, Virginia (VISN 6, Station 652)	4	2	6

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility (continued)

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
Salem VA Medical Center in Virginia (VISN 6, Station 658)	15	6	21
W.G. (Bill) Hefner Salisbury VA Medical Center in Salisbury, North Carolina (VISN 6, Station 659)	1	1	2
Atlanta VA Medical Center in Decatur, Georgia (VISN 7, Station 508)	0	0	0
Charlie Norwood VA Medical Center in Augusta, Georgia (VISN 7, Station 509)	7	1	8
Birmingham VA Medical Center in Alabama (VISN 7, Station 521)	5	0	5
Ralph H. Johnson VA Medical Center in Charleston, South Carolina (VISN 7, Station 534)	11	14	25
Wm. Jennings Bryan Dorn VA Medical Center in Columbia, South Carolina (VISN 7, Station 544)	12	3	15
Carl Vinson VA Medical Center in Dublin, Georgia (VISN 7, Station 557)	16	4	20
Central Alabama VA Medical Center-Montgomery in Alabama (VISN 7, Station 619)	7	4	11
Tuscaloosa VA Medical Center in Alabama (VISN 7, Station 679)	11	9	20
C.W. Bill Young VA Medical Center in Bay Pines, Florida (VISN 8, Station 516)	29	1	30
Bruce W. Carter VA Medical Center in Miami, Florida (VISN 8, Station 546)	11	11	22
West Palm Beach VA Medical Center in Florida (VISN 8, Station 548)	4	1	5

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility (continued)

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
Malcom Randall VA Medical Center in Gainesville, Florida (VISN 8, Station 573)	13	3	16
San Juan VA Medical Center in Puerto Rico (VISN 8, Station 672)	13	2	15
James A. Haley Veterans' Hospital in Tampa, Florida (VISN 8, Station 673)	15	5	20
Orlando VA Medical Center in Florida (VISN 8, Station 675)	10	4	14
Franklin R. Sousey Campus in Lexington, Kentucky (VISN 9, Station 596)	9	1	10
Robley Rex VA Medical Center in Louisville, Kentucky (VISN 9, Station 603)	13	2	15
Memphis VA Medical Center in Tennessee (VISN 9, Station 614)	15	5	20
James H. Quillen VA Medical Center in Mountain Home, Tennessee (VISN 9, Station 621)	16	5	21
Nashville VA Medical Center in Tennessee (VISN 9, Station 626)	5	5	10
Ann Arbor VA Medical Center in Michigan (VISN 10, Station 506)	7	2	9
Battle Creek VA Medical Center in Michigan (VISN 10, Station 515)	2	0	2
Chillicothe VA Medical Center in Ohio (VISN 10, Station 538)	9	0	9
Cincinnati VA Medical Center in Ohio (VISN 10, Station 539)	2	1	3

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility (continued)

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
Louis Stokes Cleveland VA Medical Center in Cleveland, Ohio (VISN 10, Station 541)	15	5	20
Dayton VA Medical Center in Ohio (VISN 10, Station 552)	12	0	12
John D. Dingell VA Medical Center in Detroit, Michigan (VISN 10, Station 553)	39	8	47
Richard L. Roudebush VA Medical Center in Indianapolis, Indiana (VISN 10, Station 583)	10	4	14
Marion VA Medical Center in Indiana (VISN 10, Station 610)	14	2	16
Aleda E. Lutz VA Medical Center in Saginaw, Michigan (VISN 10, Station 655)	0	0	0
Chalmers P. Wylie Veterans Outpatient Clinic in Columbus, Ohio (VISN 10, Station 757)	0	0	0
Jesse Brown VA Medical Center in Chicago, Illinois (VISN 12, Station 537)	12	12	24
Danville VA Medical Center in Illinois (VISN 12, Station 550)	8	1	9
Captain James A. Lovell Federal Health Care Center in North Chicago, Illinois (VISN 12, Station 556)	1	2	3
Edward Hines Junior Hospital in Hines, Illinois (VISN 12, Station 578)	18	1	19
Oscar G. Johnson VA Medical Facility in Iron Mountain, Michigan (VISN 12, Station 585)	1	0	1
William S. Middleton Memorial Veterans' Hospital in Madison, Wisconsin (VISN 12, Station 607)	15	5	20

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility (continued)

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
Tomah VA Medical Center in Wisconsin (VISN 12, Station 676)	15	0	15
Clement J. Zablocki VA Medical Center in Milwaukee, Wisconsin (VISN 12, Station 695)	3	5	8
Kansas City VA Medical Center in Missouri (VISN 15, Station 589)	13	5	18
Harry S. Truman Memorial Veterans' Hospital in Columbia, Missouri (VISN 15, Station 589A4)	0	1	1
Colmery-O'Neil VA Medical Center in Topeka, Kansas (VISN 15, Station 589A5)	14	11	25
Robert J. Dole VA Medical and Regional Office Center in Wichita, Kansas (VISN 15, Station 589A7)	3	7	10
John Cochran Veterans Hospital in St. Louis, Missouri (VISN 15, Station 657)	7	4	11
John J. Pershing VA Medical Center in Poplar Bluff, Missouri (VISN 15, Station 657A4)	11	1	12
Marion VA Medical Center in Illinois (VISN 15, Station 657A5)	9	2	11
Alexandria VA Medical Center in Pineville, Louisiana (VISN 16, Station 502)	10	7	17
Biloxi VA Medical Center in Mississippi (VISN 16, Station 520)	15	5	20
Fayetteville VA Medical Center in Arkansas (VISN 16, Station 564)	11	4	15
Michael E. DeBakey VA Medical Center in Houston, Texas (VISN 16, Station 580)	9	19	28

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility (continued)

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
G.V. (Sonny) Montgomery VA Medical Center in Jackson, Mississippi (VISN 16, Station 586)	0	0	0
John L. McClellan Memorial Veterans' Hospital in Little Rock, Arkansas (VISN 16, Station 598)	21	6	27
New Orleans VA Medical Center in Louisiana (VISN 16, Station 629)	26	7	33
Overton Brooks VA Medical Center in Shreveport, Louisiana (VISN 16, Station 667)	6	5	11
Thomas E. Creek VA Medical Center in Amarillo, Texas (VISN 17, Station 504)	3	4	7
George H. O'Brien, Jr., VA Medical Center in Big Spring, Texas (VISN 17, Station 519)	16	4	20
Dallas VA Medical Center in Texas (VISN 17, Station 549)	64	8	72
Audie L. Murphy Memorial Veterans' Hospital in San Antonio, Texas (VISN 17, Station 671)	2	4	6
Olin E. Teague Veterans' Center in Temple, Texas (VISN 17, Station 674)	15	5	20
Harlingen VA Clinic in Texas (VISN 17, Station 740)	2	3	5
El Paso VA Clinic in Texas (VISN 17, Station 756)	15	5	20
Fort Harrison VA Medical Center in Montana (VISN 19, Station 436)	12	4	16
Cheyenne VA Medical Center in Wyoming (VISN 19, Station 442)	5	5	10
Rocky Mountain Regional VA Medical Center in Aurora, Colorado (VISN 19, Station 554)	24	18	42

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility (continued)

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
Grand Junction VA Medical Center in Colorado (VISN 19, Station 575)	38	11	49
Jack C. Montgomery VA Medical Center in Muskogee, Oklahoma (VISN 19, Station 623)	21	6	27
Oklahoma City VA Medical Center in Oklahoma (VISN 19, Station 635)	11	3	14
George E. Wahlen VA Medical Center in Salt Lake City, Utah (VISN 19, Station 660)	16	9	25
Sheridan VA Medical Center in Wyoming (VISN 19, Station 666)	19	6	25
Anchorage VA Medical Center in Alaska (VISN 20, Station 463)	12	5	17
Boise VA Medical Center in Idaho (VISN 20, Station 531)	17	5	22
Portland VA Medical Center in Oregon (VISN 20, Station 648)	0	4	4
Roseburg VA Medical Center in Oregon (VISN 20, Station 653)	25	8	33
Seattle VA Medical Center in Washington (VISN 20, Station 663)	9	19	28
Mann-Grandstaff VA Medical Center in Spokane, Washington (VISN 20, Station 668)	10	0	10
Jonathan M. Wainwright Memorial VA Medical Center in Walla Walla, Washington (VISN 20, Station 687)	6	3	9
White City VA Medical Center in Oregon (VISN 20, Station 692)	9	0	9

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility (continued)

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
Spark M. Matsunaga VA Medical Center in Honolulu, Hawaii (VISN 21, Station 459)	16	1	17
Fresno VA Medical Center in California (VISN 21, Station 570)	22	9	31
North Las Vegas VA Medical Center in Nevada (VISN 21, Station 593)	15	3	18
Sacramento VA Medical Center in Mather, CA (VISN 21, Station 612A4)	0	0	0
Palo Alto VA Medical Center in California (VISN 21, Station 640)	53	9	62
Ioannis A. Lougaris VA Medical Center in Reno, Nevada (VISN 21, Station 654)	17	9	26
San Francisco VA Medical Center in California (VISN 21, Station 662)	3	4	7
Raymond G. Murphy VA Medical Center in Albuquerque, New Mexico (VISN 22, Station 501)	9	4	13
Tibor Rubin VA Medical Center in Long Beach, California (VISN 22, Station 600)	7	4	11
Jerry L. Pettis Memorial Veterans' Hospital in Loma Linda, California (VISN 22, Station 605)	18	3	21
Carl T. Hayden VA Medical Center in Phoenix, Arizona (VISN 22, Station 644)	1	3	4
Bob Stump VA Medical Center in Prescott, Arizona (VISN 22, Station 649)	18	20	38
San Diego VA Medical Center in California (VISN 22, Station 664)	7	5	12

Table D.1. Frequency of Facility-Designated Clinical, Nonclinical, and Total Severe Occupational Staffing Shortages, by Facility (continued)

Facility	Clinical Shortages	Nonclinical Shortages	Total Number of Occupations Designated as a Severe Shortage
Tucson VA Medical Center in Arizona (VISN 22, Station 678)	5	5	10
West Los Angeles VA Medical Center in California (VISN 22, Station 691)	82	3	85
Fargo VA Medical Center in North Dakota (VISN 23, Station 437)	8	4	12
Royal C. Johnson Veterans' Memorial Hospital in Sioux Falls, South Dakota (VISN 23, Station 438)	10	5	15
Fort Meade VA Medical Center in South Dakota (VISN 23, Station 568)	8	6	14
Minneapolis VA Medical Center in Minnesota (VISN 23, Station 618)	15	5	20
Omaha VA Medical Center in Nebraska (VISN 23, Station 636)	17	11	28
Des Moines VA Medical Center in Iowa (VISN 23, Station 636A6)	3	0	3
Iowa City VA Medical Center in Iowa (VISN 23, Station 636A8)	31	4	35
St. Cloud VA Medical Center in Minnesota (VISN 23, Station 656)	21	5	26

Source: OIG analysis of VHA facilities' responses to the OIG's fiscal year 2020 staffing survey

Appendix E: Frequency of Facility-Designated Hybrid Title 38 Severe Occupational Staffing Shortages

Table E.1. Frequency of Facility-Designated Hybrid Title 38 Severe Occupational Staffing Shortages

Occupation	Number of Facilities with a Shortage
0620 Practical Nurse	49
0180 Psychology	47
0644 Medical Technologist	45
0679 Medical Support Assistance	36
0647 Diagnostic Radiologic Technologist	33
0621 Nursing Assistant	27
0649 Medical Instrument Technician	27
0675 Medical Records Technician	27
0858 Biomedical Engineering	18
0660 Pharmacist	17
1601 General Facilities and Equipment (Biomed Equipment Support Specialist)	17
0185 Social Work	16
0661 Pharmacy Technician	14
0601 General Health Science/Registered Respiratory Therapist	11
0633 Physical Therapist	9
0631 Occupational Therapist	8
0681 Dental Assistant	8
0646 Pathology Technician/Histopathology	7
0648 Therapeutic Radiologic Technologist	7

Table E.1. Frequency of Facility-Designated Hybrid Title 38 Severe Occupational Staffing Shortages (continued)

Occupation	Number of Facilities with a Shortage
0667 Orthotist and Prosthetist	7
0601 General Health Science/Therapeutic Medical Physicist	6
0640 Health Aid and Technician/Telehealth	6
0630 Dietitian and Nutritionist	5
0601 General Health Science/Blind Rehab	4
0665 Speech Pathology and Audiology	4
0669 Medical Records Administration	4
0640 Health Aid and Technician/Certified Respiratory Therapist	3
0682 Dental Hygiene	3
0101 Social Service/Marriage Family Therapist	2
0636 Rehabilitation Therapy Assistant/Occupational Therapy Assistant	2
0672 Prosthetic Representative	2
0101 Social Science/Licensed Prof Mental Health Counselor	1
0601 General Health Science/Genetic Counselor	1

Source: OIG analysis of VHA facilities' responses to the OIG's fiscal year 2020 staffing survey

Appendix F: Under Secretary for Health Memorandum

Department of Veterans Affairs Memorandum

Date: August 18, 2020

From: Executive in Charge, Office of the Under Secretary for Health (10)³³

Subj: OIG Draft Report, OIG Determination of Veterans Health Administration's Occupational Staffing Shortages, Fiscal Year 2020 (VIEWS 03309623)

To: Assistant Inspector General for Healthcare Inspections (54)

1. Thank you for the opportunity to review and comment on the Office of Inspector General (OIG) draft report, OIG Determination of Veterans Health Administration's (VHA) Occupational Staffing Shortages Fiscal Year 2020. I provide the attached technical comments for your consideration [see appendix G].
2. We greatly appreciated OIG's recognition that Veterans need VHA medical facilities to prioritize resources on taking care of patients with Coronavirus (COVID-19) as opposed to responding to oversight surveys. We appreciated OIG's flexibility in granting extensions on administrative tasks to allow us to take care of Veterans needing health care.
3. VHA will request direct-hire authority for all the Hybrid Title 38 shortage occupations identified by our national workforce planning cycle as well as those identified by OIG.
4. VHA has completed actions on the three remaining open recommendations from previous OIG staffing shortage reports and is working with OIG to provide supporting documentation to justify our requests for closure.³⁴
5. If you have any questions, please contact Karen Rasmussen, M.D., Director, GAO OIG Accountability Liaison Office at VHA10EGGOALAction@va.gov.

(Original signed by:)

Roger A. Stone, M.D.

Attachment

³³ The Executive in Charge has the authority to perform the functions and duties of the Under Secretary for Health.

³⁴ All recommendations were closed as of August 19, 2020.

Appendix G: VHA Comments to Report

VHA Technical Comments

OIG Comment

The OIG appreciates the feedback from VHA. The OIG considers Comments 1 and 2 to be technical and stylistic in nature, and they do not change the OIG's understanding of the facts of this review. The OIG agrees with VHA's Comments 3 and 4 and made the suggested changes throughout the report.

Comment 1

Draft location: page 6, paragraph 2, line 2

Current language: "Of these occupations, 17 were identified as severe staffing shortages by at least..."

VHA Comment and Justification: Should state, "Of these occupations, 10 were identified as severe staffing shortages by at least..."

VHA considers the four physician occupations listed in Table 1 as one occupation under the Medical Officer occupation. VHA considers the three nurse specialists occupations listed in Table 1 as one Nurse occupation.

Comment 2

Draft location: page 11, paragraph 3, line 3

Current language: "Sixty percent of facilities noted severe occupational shortages for Psychiatry, making it the most cited clinical occupational shortage;"

VHA Comment and Justification: VHA does not consider Psychiatry as stand-alone clinical occupation. Psychiatry falls under the Medical Officer occupation. OIG should consider revising their 60 percent statistic and stating instead, "Psychiatry is the most cited Medical Officer occupation."

Comment 3

Draft location: n/a

Current language: Throughout the draft report "non-clinical" should not be hyphenated.

VHA Comment and Justification: VHA Workforce Management and Consulting now considers the term "nonclinical" as one word and all documentation should reflect this updated standard.

Comment 4

Draft location: page 29, Table B-1 Occupation 0622 Medical Supply Aide and Technician

Current language:

0622 Medical Supply Aide and Technician	Non-Clinical	Title 5
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VHA Comment and Justification: Recommend adding “& Title 38 Hybrid” to the “Hiring Authority” column for occupation 0622.

0622 Medical Supply Aide and Technician	Non-Clinical	Title 5 & Title 38 Hybrid
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The 0622 occupation in VHA has both Hybrid Title 38 (HT38) positions for sterile processing positions and Title 5 positions. VHA has recognized the 0622 Medical Supply Aide and Technician sterile processing occupation as a HT38 shortage occupation.

OIG Contact and Staff Acknowledgments

Contact	For more information about this report, please contact the Office of Inspector General at (202) 461-4720.
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